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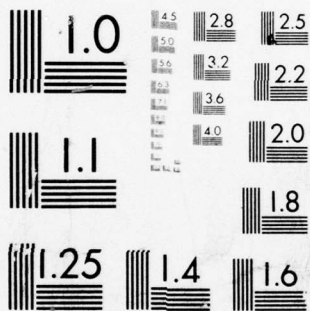
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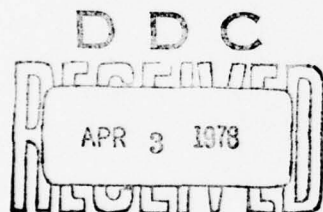
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OCCUPATIONAL SURVEY REPORT.



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TELEPHONE SWITCHING EQUIPMENT REPAIRMAN,
ELECTRO/MECHANICAL CAREER LADDER,
AFSCs 36231, 36251, 36271, and 36294.

⑭ AFPT 90-362-241

⑪ MAR 1978

⑫ 82p.

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Electro/Mechanical Telephone Switching Equipment Repairman career ladder (AFSCs 36231, 36251, 36271, and 36294). This project was directed by USAF Program Technical Training, Volume 2, dated July 1976. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain David S. Street, Inventory Development Specialist. Captain Leon J. Tauscher analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas, 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Col, USAF
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SUMMARY OF RESULTS

1. Survey Coverage. The Electro/Mechanical Telephone Switching Equipment Repairman job inventory was administered during the period February 1977 through May 1977. Survey results are based on responses from 777 of the 1,109 incumbents assigned to the 362X1/36294 career ladder. This represents 70 percent of all assigned personnel.

2. Career Ladder Structure. Ninety-two percent of the survey respondents comprised three major groups and four independent job types. A major group of maintenance and repair personnel were found who specialized on specific Telephone Switching Equipment (TSE) systems and associated equipment; another major group installed TSE equipment and were less specialized; and a management and supervision group was also identified. The career ladder structure identified tends to validate the existing Air Force classification structure and is characterized to a great extent by various types of specialization.

3. DAFSC and Experience Differences. In general, 5-skill level personnel perform almost exclusively technical jobs whereas 7-level personnel perform primarily supervisory jobs. Additionally, 7-skill level personnel perform a broad range of technical tasks but spend relatively small amounts of job time performing them. Superintendents perform primarily managerial functions and spend little time on supervisory or technical functions. Similar trends were noted in an analysis by experience levels (TAFMS groups).

4. AFR 39-1 Evaluation. The AFR 39-1 specialty descriptions generally give a thorough and accurate picture of 5-, 7-, and 9-skill level duties. One exception is the exclusion of installation and maintenance functions currently being performed on electronic or solid state TSE systems.

5. STS Analysis. All tasks specified in the current STS are being performed in the field. In addition, several minor functions are being performed in the field that are not specified directly in the STS. These functions relate to outside plant tasks, automatic routiners, and emergency generators.

6. Comparison to Previous Survey. Overall, there were no major differences between the results of the current and the previous survey, indicating a high degree of stability in this career ladder. A minor job difference in the current survey was the identification of a solid state or electronic systems job-type.

7. Job Satisfaction. Over 70 percent of the members within each major job group, DAFSC group, and AFMS group perceived their jobs as utilizing their talents and training fairly well or better. With the exception of the first-enlistment group, over 70 percent of the members

from the above groups also reported their job as interesting. Sixty-nine percent of the first-term personnel found their job interesting. Reenlistment intentions of first-term and career airmen were comparable to those reported for other career fields.

OCCUPATIONAL SURVEY REPORT
TELEPHONE SWITCHING EQUIPMENT REPAIRMAN, ELECTRO/MECHANICAL
CAREER LADDER
AFSCs 362X1, 36294

INTRODUCTION

This is a report of an occupational survey of the Electro/Mechanical Telephone Switching Equipment Repairman career ladder (AFSCs 362X1) completed by the Occupational Survey Branch, USAF Occupational Measurement Center, during February 1978. The previous occupational survey of this career ladder was completed in February 1972.

This career ladder has remained relatively stable since the last survey was completed. The only significant classification change occurred in April 1977 and involved the elimination of the separate superintendent DAFSC 36291 in lieu of the broadened superintendent DAFSC 36294. The basic school for this specialty is a Category A school conducted at Sheppard AFB and is 115 academic days in length. Twenty-five of these academic days are devoted to electronic principles.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-362-241. The basis for the current task list was the task list used in the previous survey. The old task list was revised and revalidated through thorough research of career field publications and directives, personal interviews with nine subject-matter specialists at two bases, and written reviews from 75 experienced telephone switching equipment repairman personnel. The current survey instrument consists of 312 tasks grouped under 10 duty headings.

During the period February through May 1977, consolidated base personnel offices in operational units worldwide administered the inventory booklets to airmen holding DAFSC 362X1 or 36294. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of August 1977. Also reflected is the distribution by major command of airman making up the final survey sample. The 777 respondents making up this final sample represents 70 percent of the 1,109 assigned personnel in the career ladder and is considered to be an adequate and representative sample of the overall population.

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TABLE 1

COMMAND REPRESENTATION OF THE SURVEY SAMPLE

<u>COMMAND</u>	<u>362X1</u>	
	<u>PERCENT ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AFCS	95	86
OTHER	<u>5</u>	<u>14</u>
TOTAL	100	100

Total 362X1 Personnel Assigned - 1,109
Total 362X1 Personnel Sampled - 777
Percent of 362X1 Airmen Sampled - 70%

CAREER LADDER STRUCTURE

An essential part of the USAF Occupational Analysis program is the examination of career ladder personnel in terms of the actual structure of the job functions they perform rather than the career field structure outlined in official documents. This examination of actual structure is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP) which generate a hierarchical clustering of all jobs performed in the field based upon the similarity of tasks performed. Background factors such as DAFSC, job title, grade, position, etc. have no bearing whatever on the job clustering process. Rather, these factors are used only to help describe the members of job groups that the CODAP process has identified.

The basic identifying group used in the hierarchical job structuring analysis is the Job Type. A job type is a group of individuals who perform many of the same tasks and also spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as Clusters. Finally, there are often cases of specialized job types that are too dissimilar to be grouped into any cluster. These fairly unique groups are labeled Independent Job Types.

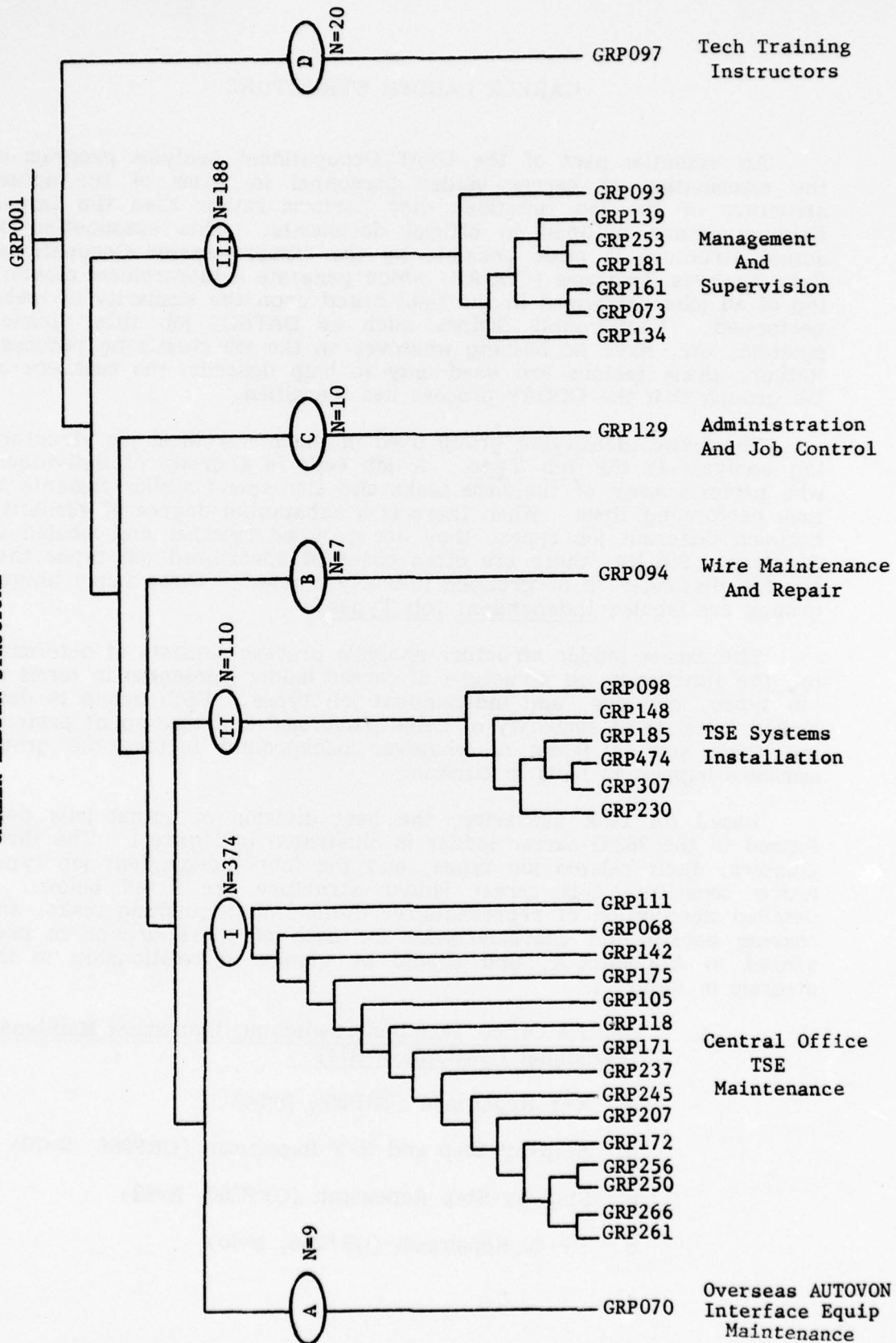
The career ladder structure analysis process consists of determining the functional job structure of career ladder personnel in terms of job types, clusters, and independent job types. Each group is described in terms of similarity of tasks performed and time spent performing them and in terms of whatever background factors the group members happen to have in common.

Based on task similarity, the best division of actual jobs performed in the 362X1 career ladder is illustrated in Figure 1. The three clusters, their related job types, and the four independent job types which constitute this career ladder structure are listed below. A detailed description of representative duties, distinguishing tasks, and common background characteristics for each of these groups is presented in Appendix A, and should be viewed in relationship to the diagram in Figure 1.

- I. Central Office Telephone Switching Equipment Maintenance Personnel (GRP040, N=374).
 - a. X-Y Repairman (GRP261, N=54)
 - b. Step-by-Step and X-Y Repairman (GRP266, N=70)
 - c. Step-by-Step Repairman (GRP250, N=82)
 - d. RP-40 Repairman (GRP256, N=10)

FIGURE 1

TELEPHONE SWITCHING EQUIPMENT REPAIRMAN, ELECTRO/MECHANICAL
CAREER LADDER STRUCTURE



- e. Crossbar Repairman (GRP172, N=5)
- f. X-Y Repairman Assistant (GRP207, N=8)
- g. X-Y and Manual Equipment Technician (GRP245, N=11)
- h. Crossbar Maintenance Technician (GRP237, N=21)
- i. Inside Plant Crew Chief (GRP171, N=14)
- j. Outside Plant Monitor (GRP118, N=14)
- k. Tactical Telephone and Telegraph Repairman (GRP105, N=5)
- l. Step-by-Step Maintenance Specialist (GRP175, N=11)
- m. Installation Bench Testing Specialist (GRP142, N=7)
- n. Records Maintenance Specialist (GRP068, N=18)
- o. Overseas Manual and Tactical Equipment Maintenance Specialist (GRP111, N=5)

II. Telephone Switching Equipment Systems Installation Personnel (GRP048, N=110).

- a. Solid State Installation Specialist (GRP230, N=5)
- b. Special Equipment Installation and Maintenance Specialist (GRP307, N=17)
- c. Installation Crew Chief (GRP474, N=5)
- d. Systems Installation Technician (GRP185, N=45)
- e. Installation Team Chief (GRP148, N=10)
- f. Systems Installation Specialist (GRP098, N=25)

III. Management and Supervision Personnel (GRP020, N=185).

- a. Quality Control Inspector (GRP134, N=14)
- b. NCOIC, Inside Plant (GRP073, N=80)
- c. Depot Maintenance Supervisor (GRP161, N=6)
- d. Inside Plant Superintendent (GRP181, N=30)

- e. Instruction Supervisor (GRP253, N=6)
- f. Branch Superintendent (GRP139, N=8)
- g. Unit Evaluation Superintendent (GRP093, N=5)

Independent Job Types

- a. Overseas AUTOVON Interface Equipment Maintenance Specialist (GRP070, N=9)
- b. Wire Maintenance and Repair Specialist (GRP094, N=7)
- c. Administration and Job Control Specialist (GRP129, N=10)
- d. Technical Training Instructor (GRP097, N=20)

Ninety-two percent of the respondents in this sample perform jobs that are generally equivalent to those identified in this analysis. The remaining eight percent of the sample perform jobs that are not directly associated with the major groupings of this career field, and are not meaningfully identifiable in terms of any common background factors or distinct jobs performed.

Group Descriptions

I. Control Office Switching Equipment Maintenance Personnel (GRP040). This is the largest cluster in the analysis, comprising 48 percent of the sample respondents. Composed of primarily first-term 5-skill level personnel, this group spends over 60 percent of its job time performing maintenance and repair functions on almost the full spectrum of existing telephone switching equipment (TSE) systems and associated equipment. The overall job performed by this group is about average in difficulty, although the job types within the group vary considerably from very simple to very difficult. As indicated by the large number of job types (15), there are substantial within-cluster differences in jobs performed. These are based primarily on the specific type of TSE systems being maintained. With respect to the types of maintenance and repair tasks they perform, most of the job types overlap considerably; however, they differ almost totally with respect to the major TSE system(s) they work on. The cluster members as a whole perform a broad range of maintenance and repair functions, perceive their job as interesting and as utilizing their talents and training fairly well or better, use a considerable amount of test equipment, and maintain a wide range of TSE associated equipment in addition to the particular specific TSE system(s) they maintain.

II. Telephone Switching Systems Installation Personnel (GRP078). Compared to the previous cluster, this is a relatively small group consisting of 14 percent of the survey respondents. Most members are first-term 5-skill level personnel who spend almost their total job time performing tasks directly related to the installation of TSE systems and associated equipment. With the exception of the systems installation specialist group (GRP098), every job type in this group is above and in several cases well above average in difficulty. While there is considerable overlap between job types with respect to specific installation-type tasks performed, there are substantial differences between them based on both TSE systems or related equipment worked on and the level of job function performed. Some groups strictly install common TSE systems and associated equipment, some install specialized and even solid state equipment, and others function as working supervisors such as crew chiefs (GRP474) and team chiefs (GRP148). There is not the system specialization within this group as there is within the maintenance and repair cluster. This group as a whole performs a broad range of installation functions, uses a very large amount of test equipment, and installs the complete spectrum of associated TSE systems and associated equipment. Over 70 percent of the group members perceive their job as interesting and are satisfied with the use of their talents and training.

III. Management and Supervision Personnel (GRP020). Twenty-four percent of the survey respondents were found to group together in this cluster. The members of this group are almost exclusively senior 5-, 7-, or 9-skill level personnel, respectively. They have an average grade of 6.1, an average of 15.3 years time in service, supervise an average of 4.4 airmen, and spend over 80 percent of their time performing managerial and supervisory duties. Compared to all jobs performed in the career field, these personnel perform the most difficult job overall. Only one job type within the cluster is slightly below average in difficulty; the remaining six job types are all considerably well-above-average in difficulty. Inspection is predominant among job functions performed by these group members. They inspect TSE systems operation, maintenance and installation, installation planning and programing, facilities, and administrative functions. Within the cluster, there exists substantial job specialization, but it is not based on specific equipment or TSE systems. Rather, the specialization in this group is based primarily on the emphasis given to a specific job function. Some members primarily inspect; some primarily supervise; some primarily plan, program and direct; and others perform combinations of the aforementioned jobs. Compared to the group members in Clusters I and II, the members of this group use considerably less test equipment and perform substantially less maintenance and installation functions related to TSE systems and associated equipment. They are generally well satisfied with their job and feel their talents and training are being used fairly well or better.

Independent Job Types. As depicted in Figure 1, four independent job types emerged from the analysis. With the exception of the Technical Training Instructor group (GRP097), which contains three percent of the sample respondents, each of these groups is very small and performs highly specialized functions. These jobs are all below average in difficulty, diversified in nature, and are characterized by a considerably below average number of tasks performed. With the exception of wire maintenance and repair specialists (GRP094), who feel their job uses their talents and training little or not at all, members of these other job types are generally well satisfied with their jobs and with the use of their talents and training.

Summary

The picture of career field structure that emerged from this analysis of job similarity tends to validate the existing Air Force classification structure for this specialty. With respect to the career ladder as a whole, the key word appears to be specialization. On a broad scope, there emerged three large groups (or clusters) that are clearly distinguishable from each other on the basis of broad but specialized functions performed. These groups are TSE systems and equipment maintenance and repair personnel, managers and supervisors, and installers. Within these broad groups, substantial specialization again occurs with respect to specific jobs performed. Maintenance and repair personnel specialize primarily on TSE system(s) or associated equipment maintained; managers and supervisors specialize with respect to the specific type and level of managerial and/or supervisory job performed; and installers specialize less with respect to specific TSE system and more with the technical level of job function performed and class of equipment worked on. Instructors emerged as a relatively small, unique, and highly specialized independent job type.

While these findings suggest little impact on the existing classification scheme, they do suggest possible implications for training, as young 3- and 5-skill level personnel are predominate in both the maintenance and repair group (Cluster I) and the installer group (Cluster II). This analysis, based on actual tasks performed, clearly indicates a distinct difference in the jobs performed by airmen within these two clusters. If there are distinct knowledges and skills required in the performance of these different jobs, then consideration should be given to provide specialized training based on first job assignment as either a maintenance/repairman or installer. If common knowledges and skill are required for both types of jobs, then training consideration should be given to the most frequently performed tasks by first-term airmen as a whole. (NOTE: First-term airmen job information is discussed in the ANALYSIS OF AFMS GROUPS section of this report.)

ANALYSIS OF DAFSC GROUPS

In conjunction with the job structure of the career ladder, it is important to examine skill level differences of career ladder members and to relate these findings back to the career ladder structure. Members of this career ladder generally spend over 50 percent of their job time performing maintenance and repair functions on TSE systems and associated equipment. Another 37 percent of their job time is spent performing managerial, supervisory, and administrative duties, and the remaining 11 percent is spent performing TSE systems and associated equipment installation functions.

As shown in Table 2, however, this overall distribution of job time across duties is not reflected in the respective 5-, 7-, and 9-skill level job-time distributions. While the 5-skill level personnel spend the majority of their job time on technical duties, the 7- and 9-skill level personnel spend most of their job time on non-technical duties. Because differences in tasks performed by these DAFSC groups are consistent with the differences in job time spent on duties as discussed above, it is not advantageous to discuss functions that the career ladder members do "in general" or in a combined sense. Rather, a much clearer picture of the functions performed by DAFSC groups results from an analysis of each skill-level group by itself and in comparing it to the other skill-levels. To assist in this greater depth of job-level coverage, Appendix B contains "representative tasks performed" tables for each DAFSC analyzed in this section.

As indicated earlier, 5-skill level personnel dominate the TSE maintenance and repair and the TSE installation job clusters. Seventy-three percent of their job time is spent performing these functions (see Table 2). As a whole, the job they perform is almost exclusively technical in nature and is about average in difficulty. Tasks performed cover almost the total range of technical tasks in the survey, including the very simple and more common tasks such as cleaning facilities, work areas, and cable racks to the very complex such as isolating malfunctions in step-by step, X-Y, and other major TSE systems. The fact that only 16 of the 312 inventory tasks are performed by 60 percent or more of all members and that most tasks are performed by relatively small percentages of members (see Appendix B, Table III) indicates that they do not perform a common or homogeneous job. Rather, as reported in the CAREER LADDER STRUCTURE section, 5-skill level personnel tend to specialize. While general-type maintenance, repair, cleaning, and installation tasks are commonly performed, equipment-specific tasks appear to be most characteristic of the group. From the overall analysis, it appears that the 5-skill level job covers the complete range of technical TSE maintenance, repair, and installation responsibility and entails considerable specialization.

In contrast to 5-skill level personnel, 7-skill level personnel spend only 25 percent of their job time performing technical duties and 75 percent performing managerial, supervisory, and administrative duties (see Table 2). Table 3 contains representative task data highlighting the differences between 5- and 7-skill level personnel. As can be seen, these differences directly parallel differences in job time seen in Table 2. In addition to the 7-skill level job being primarily supervisory in nature, it is also somewhat above average in difficulty and equally as diversified or heterogeneous as the 5-skill level job. Only seven of the 312 inventory tasks are performed by 60 percent or more members, and these tasks relate to general supervisory functions such as counseling and evaluating personnel, drafting correspondence, scheduling work, and updating records (see Appendix B, Table IV). The remaining tasks, although performed by characteristically low percentages of the members, nevertheless cover a very broad range of job functions including all technical areas. It is not as though 7-skill level personnel do not perform technical functions; rather, lower percentages perform technical tasks and spend much less time performing them. But they do spread out over the major technical areas of TSE responsibility. This is further evidenced by the fact that 7-skill level personnel are represented in each of the three job clusters that emerged in the career structure analysis. It appears, then, that the 7-skill level job is primarily supervisory in nature, yet broad enough to encompass specialized aspects of the majority of technical functions required in the TSE maintenance area.

In comparison to the other DAFSC groups, 9-skill level personnel have very homogeneous jobs. Ninety-four percent of their time is spent in managerial, supervisory, and administrative duties (see Table 2). In contrast to 7-skill level personnel, superintendents perform managerial rather than supervisory functions. This is clearly illustrated in the comparison task data contained in Table 4, which highlights differences between 7- and 9-skill level personnel. Overall, the primarily managerial job performed by superintendents is above average in difficulty and encompasses few, if any, technical functions. It is also perceived by over 80 percent of the 9-skill level members as interesting and as using their talents fairly well or better.

Summary

DAFSC 362X1 personnel are very specialized in the respective functions they perform. The job performed by 5-skill level personnel is almost exclusively technical in nature, encompassing the full range of TSE and associated equipment maintenance, repair, and installation responsibilities. In contrast, the 7-skill level job is primarily supervisory in nature; however, it continues to encompass the complete range of technical job functions of the 5-skill level job, but to a much lesser degree. Superintendents clearly perform a primarily managerial function, with much less emphasis on supervisory functions than 7-skill levels and practically no emphasis whatever on technical functions. Overall, members of each skill level group find their respective jobs interesting and feel that their talents and training are utilized fairly well or better.

TABLE 2
PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	DAFSC 362X1 (N=731)	DAFSC 36251 (N=494)	DAFSC 36271 (N=166)	DAFSC 36294 (N=32)
<u>MANAGEMENT, SUPERVISION, AND ADMINISTRATION</u>				
A PLANNING AND ORGANIZING	6	3	15	21
B DIRECTING AND IMPLEMENTING	6	4	14	20
C EVALUATING	6	3	16	33
D TRAINING	6	5	13	7
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	13	12	17	13
TOTAL	37	27	75	94
<u>INSTALLATION</u>				
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	11	13	6	3
<u>MAINTENANCE AND REPAIR</u>				
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	16	18	6	1
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	12	14	6	1
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	14	16	4	0
J MAINTAINING FACILITIES AND WORK AREAS	10	12	3	1
TOTAL	52	60	19	3

TABLE 3

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN DAFSC 36251 AND 36271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>DAFSC 36251</u>	<u>DAFSC 36271</u>	<u>DIFFERENCE</u>
J4 MOP, STRIP, WAX, OR POLISH FLOORS	81	30	+51
J1 CLEAN FACILITIES OR WORK AREAS	88	44	+44
J3 DUST OR VACUUM OVERHEAD CABLE RACKS OR TELEPHONE SWITCHING EQUIPMENT	67	26	+41
I16 SOLDER OR RESOLDER TERMINALS OR CONNECTORS	78	39	+39
I2 ADJUST OR ALIGN SWITCHES	71	33	+38
I17 WRAP OR UNWRAP TERMINALS	75	39	+36
H35 OPERATE INSIDE PLANT TEST BOARDS	66	35	+31
B7 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	19	60	-50
A23 SCHEDULE SHIFTS, WORK ASSIGNMENTS, OR LEAVES	12	62	-50
C20 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	22	72	-50
A12 PLAN OR SCHEDULE SECTION WORKLOADS	9	52	-43
B25 SUPERVISE TELEPHONE SWITCHING EQUIPMENT REPAIRMEN, ELECTRO/ MECHANICAL (AFSC 36251)	21	60	-39
E14 PREPARE JOB PROFICIENCY GUIDE CONTINUATION SHEET FORMS (AF FORM 797)	12	49	-37
B1 ASSIGN PERSONNEL TO DUTY POSITIONS	8	43	-35
D7 CONDUCT OJT FOR TELEPHONE SWITCHING EQUIPMENT REPAIRMEN, ELECTRO/MECHANICAL (AFSC 36251)	14	45	-31

Total Number of Tasks Exceeding 10% Difference: 186
 Number Tasks Performed by More 36251 Personnel: 65
 Number Tasks Performed by More 36271 Personnel: 121

TABLE 4

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN DAFSC 36271 AND 36294 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>DAFSC 36271</u>	<u>DAFSC 36294</u>	<u>DIFFERENCE</u>
B25 SUPERVISE TELEPHONE SWITCHING EQUIPMENT REPAIRMEN, ELECTRO/ MECHANICAL (AFSC 36251)	60	22	+38
I1 ADJUST RELAYS	39	6	+33
D7 CONDUCT OJT FOR TELEPHONE SWITCHING EQUIPMENT REPAIRMEN, ELECTRO/MECHANICAL (AFSC 36251)	45	13	+32
D17 DEMONSTRATE USE OF EQUIPMENT OR TOOLS	56	25	+31
E34 UPDATE OR ANNOTATE PLANT-IN-PLACE RECORDS	46	16	+30
H2 ANALYZE SCHEMATICS OR DIAGRAMS	45	16	+29
I13 INSPECT, CLEAN, OR SERVICE SWITCHES OR PARTS	31	6	+25
B2 ASSIGN PERSONNEL TO WORK CREWS	47	25	+22
B4 CONDUCT POLICY MEETINGS OR STAFF MEETINGS	30	84	-54
B24 SUPERVISE MILITARY PERSONNEL WITH AFS OTHER THAN 362X1	25	75	-50
C23 REVIEW OR INDORSE APR, SPECIAL AWARDS, OR MILITARY PERSONNEL ACTIONS	31	78	-47
A4 DEFINE REQUIREMENTS FOR SPACE, PERSONNEL, OR MATERIEL	34	75	-41
C9 EVALUATE UNIT WORK STANDARDS	18	56	-38
A3 DEFINE BUDGETING REQUIREMENTS	19	56	-37
A10 PERFORM COST SURVEYS FOR EQUIPMENT INSTALLATION	12	47	-35

Total Number of Tasks Exceeding 10% Difference: 150

Number Tasks Performed by More 36271 Personnel: 92

Number Tasks Performed by More 36294 Personnel: 48

ANALYSIS OF AFMS GROUPS

In this section, comparisons were made between groups of personnel on the basis of total active federal military service (TAFMS). TAFMS groups are used to reflect variations in tasks performed as a function of different levels of experience in the career ladder. Table 5 lists the percent time spent on the 10 duty categories by personnel within each AFMS group. In general, the job differences between AFMS groups are similar to those noted for DAFSC groups. However, where the differences in tasks performed associated with skill levels, were found to be large and generally exclusive between skill levels, the job differences between enlistment groups are generally more moderate and reflect a greater degree of overlap between technical, supervisory, and/or managerial tasks performed by personnel of AFMS groups having successively increased experience. This trend is clearly reflected in the data provided in Table 5. Job time spent performing managerial, supervisory, and administrative duties increases progressively from 18 percent for the 1-48 months AFMS group to 91 percent for the 24+ months group. Conversely, for maintenance and repair duties, the job time spent decreases progressively from 66 percent to six percent for the same two respective AFMS groups.

Analysis of the differences in tasks performed between successive AFMS groups provides an even clearer picture of the changes in jobs which occur as experience increases. The first enlistment (1-48 mos AFMS) job covers the complete range of technical TSE maintenance, repair, and installation functions. While the main tasks performed by group members are associated with technical TSE functions related to major switching systems, they also maintain, repair, and install the full range of specialized TSE systems and associated equipment. In addition, they keep and maintain office records to a notable extent and also conduct a few OJT functions.

In the second enlistment period (49-96 months AFMS), substantial job broadening occurs. Members in this group continue to perform primarily the same technical tasks as first enlistment members, although they spend noticeably less time performing them. The job broadening is reflected in the marked increase in percent members performing supervisory tasks, in addition to the technical tasks performed. At this second level of experience, personnel perform more extensive OJT, inspecting, evaluating, reports monitoring, and other general supervisory functions.

The job performed during the third enlistment period (97-144 months AFMS) is quite similar to that performed by the previous enlistment group. Even though percent members performing technical tasks decreases somewhat and percent members performing supervisory tasks increases quite notably, there is no marked shift in the nature of functions performed. However, the nature of the job does change substantially in the fourth enlistment period (145-192 months AFMS).

Members in this group perform managerial-type tasks not performed appreciably by previous groups. Supervision of 3-and 5-skill level personnel decreases and supervision of 7-level personnel increases substantially. These members also continue to perform a broad range of technical tasks, but to a much lesser extent than previous enlistment groups.

The fifth enlistment group (193-240 months AFMS) performs the same basic job as the fourth group. There are no meaningful differences between these two enlistment groups, even though they span an eight year time period. However, the 241+ months AFMS group performs a distinctly different job than the 145-192 and the 193-240 months AFMS groups. At this higher level of experience, virtually no technical functions are performed and only a few supervisory functions are performed. Job focus is almost completely on the performance of relatively high level management functions such as defining budget, facilities, and training needs; inspect and evaluating plans, programs, and activities; and conducting policy, staff, and supervisory meetings.

As an aid to career field managers, job interest and perceived utilization of talents and training data for first enlistment and career AFMS groups is shown in Table 6. Seventy-three percent of the career AFMS group perceive their job as interesting, which is only slightly lower than the composite average of 80 percent for career members studied in over 20 other career ladders during 1976. First enlistment 362X1 personnel, conversely, find their job slightly more interesting than first enlistment groups in career fields studied in 1976. Perceived utilization of talents and training for first and career enlistment groups in AFS 362X1 is relatively high, and definitely comparable to the averages of respective enlistment groups in other USAF career fields. Likewise, the data in Table 7 indicates that reenlistment intentions for first, second, and career 362X1 AFMS groups is also comparable to those of other respective USAF career fields.

In summary, the changes that occur as a function of increasing experience in the AFS 362X1 career field reflect a definite change in the actual nature of the job performed rather than merely a shift in emphasis of common job characteristics. That is, the first enlistment job is primarily technical and covers the full range of TSE maintenance, repair, and installation functions. The job performed by second and third enlistment groups reflects a continuous broadening to include greater supervisory job characteristics. The fourth and fifth enlistment groups perform virtually identical jobs, and reflect a broadening that includes managerial functions in addition to minor technical and major supervisory functions. And finally, the job performed by the sixth and later enlistment group reflects almost total focus on managerial functions. Commensurate with these job changes are changes in job difficulty, which range from well-below-average to well-above-average as AFMS increases (see ANALYSIS OF TASK DIFFICULTY section). Job interest, perceived utilization of talents and training, and reenlistment intentions for 362X1 AFMS groups are favorable, as reflected by their close similarity to AFMS groups in other USAF career fields.

TABLE 5
PERCENT TIME SPENT ON DUTIES BY AFMS GROUPS

DUTIES	MONTHS AFMS (DAFSC 362XX)				
	1-48 (N=408)	49-96 (N=118)	97-144 (N=59)	145-192 (N=65)	193-240 (N=61)
<u>MANAGEMENT, SUPERVISION, AND ADMINISTRATION</u>					
A PLANNING AND ORGANIZING	1	7	11	13	17
B DIRECTING AND IMPLEMENTING	2	8	9	12	13
C EVALUATING	1	6	8	14	19
D TRAINING	3	7	13	16	11
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	11	13	16	17	19
TOTAL	18	41	57	72	79
<u>INSTALLATION</u>					
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	16	8	9	5	3
<u>MAINTENANCE AND REPAIR</u>					
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	20	16	11	7	6
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	15	13	9	7	4
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	18	12	8	5	4
J MAINTAINING FACILITIES AND WORK AREAS	13	10	6	4	4
TOTAL	66	51	34	23	19

1-48 (N=408) 49-96 (N=118) 97-144 (N=59) 145-192 (N=65) 193-240 (N=61) 241+ (N=56)

21 18 29 9 14 91

3 3 5 3 2 2 1 1 6

2 2 1 1 6

3 3 5 3 2 2 1 1 6

TABLE 6

EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING
FOR FIRST ENLISTMENT AND CAREER AFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	FIRST ENLISTMENT (1-48 MONTHS IN CAREER FIELD)		CAREER AFMS (49-241+ MONTHS AFMS)	
	362X1 (N=408)	OTHER USAF FIELDS*	362X1 (N=359)	OTHER USAF FIELDS*
I FIND MY JOB:				
DULL	10	17	10	9
SO-SO	18	18	12	11
INTERESTING	69	65	75	80
NO REPLY	3	0	3	0
MY JOB UTILIZES MY TALENTS:				
NOT AT ALL OR VERY LITTLE	21	29	18	15
FAIRLY WELL OR BETTER	78	71	80	85
NO REPLY	1	0	2	0
MY JOB UTILIZES MY TRAINING:				
NOT AT ALL OR VERY LITTLE	23	21	19	17
FAIRLY WELL OR BETTER	76	79	80	83
NO REPLY	1	0	1	0

* Comparison data is based on over 20 career ladders surveyed in 1976.

TABLE 7

REENLISTMENT INTENTIONS OF 362X1 AFMS GROUPS IN SURVEY SAMPLE
(PERCENT MEMBERS RESPONDING)

	362X1 PERSONNEL		OTHER USAF FIELDS*	
	<u>1ST</u>	<u>CAREER</u>	<u>1ST</u>	<u>CAREER</u>
I PLAN TO REENLIST:				
NO, OR PROBABLY NO	55	25	57	27
YES, OR PROBABLY YES	43	73	43	73
NO REPLY	2	2	0	0

* Comparison data is based on over 20 other career ladders surveyed in 1976.

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

In conjunction with the analysis of DAFSC groups, a comparison was made between the AFSC group job descriptions compiled from survey data and the specialty descriptions in AFR 39-1 for all AFSCs in the 362X1 career field.

In general, the AFR 39-1 specialty descriptions give a thorough and accurate picture of what 5-, 7-, and 9-skill level personnel are actually doing. One minor exception is the exclusion in the 5- and 7-skill level AFR 39-1 descriptions of installation and maintenance functions performed on electronic or solid state TSE systems and associated equipment. Table 8 contains five survey tasks related to electronic or solid state TSE installation and maintenance functions performed by 5- and 7-skill level personnel in this career field. Even though the percentages of members performing these tasks are small, the tasks are being performed and should be incorporated in the respective AFR 39-1 job descriptions. The relevance of these functions is further emphasized by the fact that the Solid State Installation Specialist job type (GRP230) identified in the CAREER LADDER STRUCTURE section specializes in these functions.

TABLE 8

ELECTRONIC OR SOLID STATE TSE TASKS PERFORMED BUT NOT REFERENCED IN AFR 39-1

TASKS	PERCENT MEMBERS PERFORMING		
	DAFSC	DAFSC	SSIS*
	36251	36271	JOB TYPE
F14 INSTALL ELECTRONIC AUTOMATIC VOICE SWITCHING NETWORK (AUTOVON) EQUIPMENT	9	7	40
F21 INSTALL SOLID STATE DEVICES	13	11	100
G6 ADJUST OR ALIGN ELECTRONIC AUTOVON SYSTEMS	4	5	20
H17 ISOLATE MALFUNCTIONS IN ELECTRONIC AUTOVON OR ASSOCIATED EQUIPMENT SUCH AS 490L	5	5	20
H18 ISOLATE MALFUNCTIONS IN ELECTRONIC SOLID STATE DEVICES	10	11	100

* Solid State Installation Specialist job type (GRP230)

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for this Occupational Survey, 90 career ladder incumbents at the 7-skill level from various locations were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average member to learn to do the task. Interrater agreement among the 75 raters who completed and returned task difficulty booklets was .97. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Of the 156 tasks rated above average in difficulty, 20 are performed by 30 percent or more of all 362XX personnel, as shown in Table 9. These above average tasks are primarily related to highly technical functions and to managerial functions typical of senior NCOs. The technical functions include activities such as isolating equipment malfunctions in TSE systems, aligning or adjusting equipment or components, and installing TSE systems and associated equipment.

Table 10 contains 23 tasks that are rated below average in difficulty and which are performed by 40 percent or more of all 362XX respondents. These tasks relate primarily to routine TSE maintenance and repair functions such as inspecting, cleaning, servicing, assembling and disassembling, and bench testing TSE systems, components, or associated equipment; installing cabinets, frames, and cables; updating and maintaining records; and general purpose cleaning.

Based on the difficulty ratings of tasks, the amount of time spent on various tasks performed, and the number of tasks performed by the job incumbents, job difficulty values were calculated for the overall jobs performed by major groups of 362X1 personnel described throughout this report. This data is shown in Table 11. In the career ladder structure analysis, the group found to have the most difficult job overall was the management and supervision cluster. In general, those groups performing primarily managerial tasks tended to have more difficult jobs than groups which perform a large number of maintenance, repair, installation, administrative, and general cleaning tasks.

It should be noted, however, that the two types of tasks rated as most difficult in the career ladder relate to isolating system or equipment malfunctions and to performing high-level management functions. Many of the most difficult technical tasks are generally not being performed by substantial percentages of any given group of 362X1 personnel. Rather, they appear to be performed by small percentages of personnel in conjunction with a broader spectrum of less difficult tasks. On the other hand, some groups do perform primarily managerial functions. Because of the difficulty of these managerial tasks, such groups have jobs with above-average difficulty.

TABLE 9

TASKS RATED ABOVE AVERAGE IN DIFFICULTY WHICH ARE PERFORMED
BY 30 PERCENT OR MORE OF DAFSC 362X1 RESPONDENTS

TASK		DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
H16	ISOLATE MALFUNCTIONS IN ELECTRO-MECHANICAL AUTOVON INTERFACE EQUIPMENT	6.77	32
H3	CALCULATE ELECTRO-MECHANICAL VALUES OF COMPONENTS OR CIRCUITS TO DETERMINE MALFUNCTIONS	6.48	30
H2	ANALYZE SCHEMATIC OR DIAGRAMS	6.04	58
H21	ISOLATE MALFUNCTIONS IN INSIDE PLANT TEST BOARDS	5.94	41
G10	ADJUST OR ALIGN STEP-BY-STEP SWITCHING EQUIPMENT	5.91	39
C20	PREPARE AIRMAN PERFORMANCE REPORTS (APR)	5.90	33
H4	CONNECT TEST EQUIPMENT OR INTERPRET TEST RESULTS TO DETERMINE MALFUNCTIONS	5.79	57
B7	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	5.73	31
I2	ADJUST OR ALIGN SWITCHES	5.70	60
I1	ADJUST RELAYS	5.64	64
H24	ISOLATE MALFUNCTIONS IN STEP-BY-STEP TELEPHONE SWITCHING SYSTEMS	5.64	44
G25	INSPECT, CLEAN, LUBRICATE, OR SERVICE STEP-BY-STEP CENTRAL SWITCHING EQUIPMENT	5.40	42
H34	ISOLATE MALFUNCTIONS TO CIRCUITRY	5.38	37
G30	INSPECT, CLEAN, OR SERVICE POWER SUPPLY EQUIPMENT	5.37	36
G29	INSPECT, CLEAN, OR LUBRICATE RP-40 SWITCHING EQUIPMENT	5.25	36
G15	ASSEMBLE OR DISASSEMBLE CENTRAL OFFICE EQUIPMENT	5.24	44
G52	TRACE CALLS USING MASTER PLANS, TRUNKING SCHEMATICS, BAY CARDS, OR BUNDLE CABLES	5.21	55
G32	MAKE ROUTINE OPERATIONAL CHECKS OF TELEPHONE SWITCHING OR ASSOCIATED EQUIPMENT	5.04	48
I10	INSPECT, CLEAN, OR SERVICE CENTRAL OFFICE TEST DESKS OR COMPONENTS	5.04	43
I7	BENCH TEST SWITCHES OR PARTS	5.03	50

TABLE 10

TASKS RATED BELOW AVERAGE IN DIFFICULTY WHICH ARE PERFORMED BY 40 PERCENT
OR MORE OF DAFSC 362X1 RESPONDENTS

TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
I6 BENCH TEST RELAYS	4.97	47
H5 COORDINATE TROUBLESHOOTING BETWEEN INSIDE OR OUTSIDE PLANT CREWS	4.92	51
I13 INSPECT, CLEAN, OR SERVICE SWITCHES OR PARTS	4.85	54
G35 PERFORM POWER-ON OPERATIONAL CHECKS OF TELEPHONE SWITCHING EQUIPMENT	4.79	41
I12 INSPECT, CLEAN, OR SERVICE RELAYS	4.75	55
I8 DISASSEMBLE SWITCHES FOR CLEANING, INSPECTION, OR SERVICE	4.71	49
G36 PERFORM PREVENTIVE MAINTENANCE INSPECTIONS (PMI) ON TELEPHONE SWITCHING EQUIPMENT	4.68	56
H33 ISOLATE MALFUNCTIONS TO CABLES	4.63	41
G39 REMOVE OR INSTALL CABLES, WIRING, OR CONNECTORS	4.58	42
H35 OPERATE INSIDE PLANT TEST BOARDS	4.56	56
D17 DEMONSTRATE USE OF EQUIPMENT OR TOOLS	4.35	40
I15 REMOVE OR CONNECT WIRING OR CONNECTORS TO COMPONENTS OR PARTS	4.29	40
F9 CROSS CONNECT INTERMEDIATE OR MAIN FRAMES	3.95	44
I16 SOLDER OR RESOLDER TERMINALS OR CONNECTORS	3.88	67
E40 UPDATE OR ANNOTATE TELEPHONE EQUIPMENT LINE RECORD FORMS (AFTO FORM 121)	3.62	45
E27 UPDATE OR ANNOTATE CABLE RECORD FORMS (AFTO FORM 224)	3.56	44
G34 SPLICE CABLES	3.55	61
E32 UPDATE OR ANNOTATE MONTHLY STORAGE BATTERY RECORD FORMS (AFTO FORM 226)	3.22	43
J3 DUST OR VACUUM OVERHEAD CABLE RACKS OR TELEPHONE SWITCHING EQUIPMENT	2.24	55
J8 PAINT FACILITIES	2.21	46
J1 CLEAN FACILITIES OR WORK AREAS	2.17	75
J4 MOP, STRIP, WAX, OR POLISH FLOORS	1.94	67
J9 REMOVE OR DISPOSE OF TRASH, WASTE, OR MATERIALS	1.39	68

TABLE 11

JOB DIFFICULTY INDEX (JDI)* FOR MAJOR GROUPS
OF AFS 362X1 PERSONNEL

<u>MAJOR GROUPS</u>	<u>JDI</u>
CAREER LADDER STRUCTURE GROUPS:	
CENTRAL OFFICE TSE MAINTENANCE PERSONNEL	12.2
TSE SYSTEMS INSTALLATION PERSONNEL	14.0
MANAGEMENT AND SUPERVISION PERSONNEL	16.4
OVERSEAS AUTOVON INTERFACE EQUIPMENT MAINTENANCE SPECIALIST	10.2
WIRE MAINTENANCE AND REPAIR SPECIALIST	5.3
ADMINISTRATION AND JOB CONTROL SPECIALIST	3.3
TECHNICAL TRAINING INSTRUCTOR	9.2
DAFSC GROUPS:	
36251 PERSONNEL	12.2
36271 PERSONNEL	14.6
36294 PERSONNEL	14.8
AFMS GROUPS:	
1-48 MONTHS AFMS	11.5
49-96 MONTHS AFMS	13.1
97-144 MONTHS AFMS	14.2
145-192 MONTHS AFMS	14.4
193-240 MONTHS AFMS	13.6
241+ MONTHS AFMS	15.0

*AVERAGE JDI FOR TOTAL SAMPLE IS 12.6

STS 362X1 ANALYSIS

This section of the analysis focuses primarily on two areas of concern: 1) those tasks cross-referenced to the STS but not performed to any extent by 362X1 personnel, and 2) those tasks not directly cross-referenced to the STS but which are performed by substantial percentages of 3- and 5-skill level personnel.

During November 1977, Sheppard Technical Training School personnel cross-referenced the 17 paragraphs of STS 362X1 to the current inventory tasks. All 17 paragraphs of the STS were cross-referenced to survey tasks which are performed by substantial percentages of 3-, 5-, or 7-skill level personnel. All primary jobs or functions identified in this analysis are contained in the current STS. Also, as shown in Table 12, there are only nine survey tasks cross-referenced to the STS which are performed by less than 10 percent of 3-, 5-, or 7-level personnel. These findings indicate that the job functions specified in the current STS are indeed being performed in the field.

Table 13 contains 22 survey tasks which are not cross-referenced to the STS but which are performed by 20 percent or more of 3- or 5-skill level personnel. While some of these tasks may be related to more general paragraphs of the STS, in the judgment of the Technical School personnel who performed the STS cross-referencing, they are not related to specific functions contained in the current STS. Three tasks shown in Table 13 (B13, F8, and H5) relate to outside plant functions, two (H14 and I9) to automatic routiners, and one (J6) to the operation of emergency generators. If appropriate, the STS should be expanded or modified to account for the tasks shown in Table 13.

With the exception of the minor functions noted in the above paragraph, STS 362X1 appears to accurately represent all job functions identified in the CAREER LADDER STRUCTURE section of this report.

TABLE 12

TASKS REFERENCED TO THE STS BUT WHICH ARE PERFORMED BY LESS THAN 10 PERCENT OF
3-, 5-, OR 7-SKILL LEVEL PERSONNEL

TASK	PERCENT PERFORMING			STS PARAGRAPH
	36231	36251	36271	
G8 ADJUST OR ALIGN MANUAL CENTRAL OFFICE EQUIPMENT OTHER THAN GTA-6 EQUIPMENT	4	7	6	13b(2)
G17 INSPECT, CLEAN, LUBRICATE, OR SERVICE AN/TTC-7 TACTICAL TELEPHONE AND TELEGRAPH EQUIPMENT	3	2	3	13c
G22 INSPECT, CLEAN, LUBRICATE, OR SERVICE CROSSBAR DIAL CENTRAL SWITCHING EQUIPMENT	3	8	4	14b(2)
G40 REMOVE OR INSTALL COMPONENTS ON WESTERN ELECTRIC 310 SWITCHING SYSTEMS	0	4	2	10d&e
G41 REMOVE OR INSTALL CROSSBAR EQUIPMENT OR COMPONENTS	3	7	4	10d&e
G42 REMOVE OR INSTALL MANUAL EQUIPMENT OR COMPONENTS	6	9	5	10d&e
G44 REMOVE OR INSTALL RP-40 SWITCHING EQUIPMENT	3	5	4	10d&e
G47 REMOVE OR INSTALL TANDEM SWITCHING EQUIPMENT	1	3	2	10a-g
G48 REMOVE OR INSTALL TELEPHONE TEST DESKS	3	7	5	10a-g

TABLE 13

TASKS NOT REFERENCED TO THE STS BUT WHICH ARE PERFORMED BY 20 PERCENT OR MORE OF
3- OR 5-SKILL LEVEL PERSONNEL

TASK	PERCENT PERFORMING	
	36231	36251
B13 DIRECT OUTSIDE PLANT TROUBLESHOOTING	14	25
B22 SUPERVISE APPRENTICE TELEPHONE SWITCHING EQUIPMENT REPAIRMEN,		
ELECTRO/MECHANICAL (AFSC 36231)	1	24
C12 INSPECT CENTRAL OFFICE RECORDS	10	27
E24 PROCESS WORK ORDERS	24	28
E26 UNPACK OR VERIFY RECEIVED MATERIEL	15	26
F8 CROSS CHECK INSIDE OR OUTSIDE WIRING OR ASSOCIATED EQUIPMENT	24	29
F11 DRILL HOLES FOR MOUNTINGS	20	24
F35 STENCIL EQUIPMENT	37	43
G14 APPLY CORROSION PREVENTIVE MATERIALS	24	42
G53 WRAP, REWRAP, OR BUNDLE CABLES	10	22
H5 COORDINATE TROUBLESHOOTING BETWEEN INSIDE OR OUTSIDE PLANT CREWS	46	59
H14 ISOLATE MALFUNCTIONS IN AUTOMATIC EQUIPMENT ROUTINERS	10	20
H21 ISOLATE MALFUNCTIONS IN INSIDE PLANT TEST BOARDS	30	49
I4 ASSEMBLE SWITCHES FOR INSTALLATION	18	20
I9 INSPECT, CLEAN, OR SERVICE AUTOMATIC ROUTINERS	15	25
I14 PACK OR TAG COMPONENTS OR SPARE PARTS	27	29
J2 CLEAN OR INSPECT VEHICLES	15	26
J4 MOP, STRIP, WAX, OR POLISH FLOORS	85	81
J5 MOW GRASS OR MAINTAIN WORK AREA GROUNDS	38	45
J6 OPERATE EMERGENCY GENERATORS	24	25
J7 OPERATE MOTOR VEHICLES	25	30
J8 PAINT FACILITIES	44	55

COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

The results of this survey were compared to those of Occupational Survey Report 90-362-047, dated 15 February 1972. In general, there are no major differences in the results of the two studies, either with respect to basic job groups, DAFSC groups, or TAFMS groups. However, several minor differences should be noted.

1. The previous survey identified a small cluster of personnel who specialized in facilities and work area maintenance. In the current survey, those job functions were not only found to be spread throughout the maintenance and repair and the installation clusters but were also seen throughout the management and supervision cluster.

2. The current survey identified a job type of personnel specializing in solid state and electronic equipment installation and maintenance, which was not identified in the previous survey. If this implies that Air Force is converting electro-mechanical TSE systems to solid state and electronic systems, there will be a substantial impact on the nature of this career field which may affect both selection and training requirements.

3. Regarding DAFSC groups, there currently appears to be a slightly increased difference between 5- and 7-skill level personnel in terms of the greater amount of job time now spent by 7-skill level personnel performing supervisory tasks and duties. The broader nature of the 7-skill level job versus the 5-skill level job does not appear to have changed. Also, 9-skill level personnel in the previous survey appear to have been more involved in direct supervisory duties than the current 9-skill level group that concentrates primarily on managerial functions.

DISCUSSION

The career area structure that emerged from this analysis tends to validate the existing classification structure for AFS 362X1/36294 personnel. With respect to both broad and specific job functions performed, the major characteristic in this career ladder appears to be specialization. Three clearly distinct broad TSE job clusters were identified: maintenance and repair, installation, and management and supervision. Within the maintenance and repair cluster, members specialize on the basis of TSE system(s) and associated equipment. Installer jobs are distinguished less on specific TSE systems or equipment and more on level of job performed, such as assistant, specialist, team chief, or crew chief. Management and supervision personnel tend to specialize on type of functions performed, such as inspection, supervision of section, branch, or depot activities, or management. The type of personnel performing these broad functions are also clearly distinguishable. Maintenance and repair and installation functions are performed mostly by 5-skill level personnel while supervision and management functions are performed almost exclusively by 7- and 9-skill level personnel.

The level of difficulty of the overall spectrum of jobs performed differs noticeably between the major groups. The management and supervision function is well above average in difficulty, installation is just above average, and maintenance and repair is about average. As a whole, complex technical tasks such as isolating system or equipment malfunctions and aligning or adjusting parts or components were rated as most difficult. Many of the most difficult technical tasks are performed by relatively small percentages of personnel in conjunction with a broader spectrum of less difficult technical tasks. Thus, technical jobs as a whole do not appear as difficult as primarily managerial and supervisory jobs.

Skill level groups differ very distinctly in the jobs they perform, and this finding is generally consistent with respect to job differences between successive enlistment (or experience) groups. In general, 5-skill level personnel and commensurate enlistment groups perform the complete range of technical TSE functions; 7-skill level personnel, having greater experience, perform primarily supervisory functions; and superintendents or personnel with extensive experience perform managerial functions almost exclusively.

The findings of this analysis may have substantial implications for training. First-term airmen, as a whole, perform the complete range of technical TSE responsibilities outlined in the AFR 39-1 specialty description. However, as shown in the CAREER LADDER STRUCTURE section of this report, these personnel typically perform only one of the two major jobs: TSE maintenance and repair or TSE installation. If common knowledges and skills are required to perform either job, then common training would be appropriate and should be based on the

most frequently performed tasks. If distinct knowledges or skills are required, then consideration should be given to provide specialized training to new personnel based on first job assignment as either a maintenance/repairman or an installer.

Career area job groups, DAFSC groups, and AFMS groups all appear to be fairly well or better satisfied with their jobs and the use of their talents and training. Reenlistment intentions for first-term and for career personnel are also comparable to those from other USAF career fields. Thus, there do not appear to be any career field management problems related to morale or satisfaction.

One relatively small job-type group was identified on the basis of its specialization of installing and maintaining solid state or electronic equipment. This particular job was not identified in the previous survey report (February 1972). No major problems related to this finding are apparent at this time. However, if the Air Force moves to convert current electro/mechanical TSE systems to the less expensive solid state or electronic systems, the entire nature of the 362X1 career ladder would change. In that event, a new survey would be appropriate. Otherwise, the AFS 362X1 career area has not changed substantially since the last survey and appears to be highly stable. It appears that the next survey should be on an "as needed" basis rather than on the routine four-year cycle.

APPENDIX A

APPENDIX A

<u>GROUP INDEX</u>	<u>PAGE</u>
CENTRAL OFFICE TSE MAINTENANCE PERSONNEL (GRP040) -----	A1
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CLUSTER I - CENTRAL OFFICE TELEPHONE SWITCHING EQUIPMENT MAINTENANCE PERSONNEL
(GRP040)

GENERAL DESCRIPTION

NUMBER IN GROUP: 374
 PERCENT OF SAMPLE: 48%
 LOCATION: CONUS (72%), OVERSEAS (23%)
 DAFSC DISTRIBUTION: 36231 (14%), 36251 (79%), 36271 (5%)
 AVERAGE GRADE: 3.8 JDI: 12
 AVERAGE TIME IN CAREER FIELD: 3.1 YEARS
 AVERAGE TIME IN SERVICE: 3.9 YEARS
 PERCENT MEMBERS IN FIRST ENLISTMENT: 83%
 AVERAGE NUMBER SUPERVISED: 2.5
 EXPRESSED JOB INTEREST: DULL (9%), SO-SO (17%), INTERESTING (71%)
 PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (16%)
 FAIRLY WELL OR BETTER (84%)
 PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (17%)
 FAIRLY WELL OR BETTER (83%)
 AVERAGE NUMBER OF TASKS PERFORMED: 53

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	24
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	21
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	17
J MAINTAINING FACILITIES AND WORK AREAS	12
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	11

GROUP DIFFERENTIATING TASKS:

E40 UPDATE OR ANNOTATE TELEPHONE EQUIPMENT LINE RECORD FORMS (AFTO FORM 121)
 G4 ADJUST OR ALIGN AUTOVON INTERFACE EQUIPMENT
 G34 PERFORM CROSS CONNECTIONS ON MAINFRAMES
 G36 PERFORM PREVENTIVE MAINTENANCE INSPECTIONS (PMI) ON TELEPHONE
SWITCHING EQUIPMENT
 G52 TRACE CALLS USING MASTER PLANS, TRUNKING SCHEMATICS, BAY CARDS, OR
TEST EQUIPMENT
 H4 CONNECT TEST EQUIPMENT OR INTERPRET TEST RESULTS TO DETERMINE
MALFUNCTIONS
 H5 COORDINATE TROUBLESHOOTING BETWEEN INSIDE OR OUTSIDE PLANT CREWS
 H35 OPERATE INSIDE PLANT TEST BOARDS
 I2 ADJUST OR ALIGN SWITCHES
 I7 BENCH TEST SWITCHES OR PARTS
 I12 INSPECT, CLEAN, OR SERVICE RELAYS

CLUSTER I (CONTINUED)

SPECIAL DESCRIPTION

<u>WORK CENTER OR ACTIVITY ASSIGNED</u>		<u>TEST EQUIPMENT USED</u>	
CENTRAL OFFICE FACILITY	90%	CONNECTOR TEST SETS	72%
RP-40 DIAL CENTER	9%	CURRENT FLOW TEST SETS	79%
TACTICAL COMMAND POST	5%	DECIBEL MEASURING TEST SETS	53%
TECH TRAINING UNIT	4%	DIAL PULSE TESTERS	73%
TERMINAL SITE (FIXED)	3%	LINEFINDER TEST STANDS	51%
		MACHINE PULSE VARYING TEST SETS	54%
<u>WORK FUNCTION ASSIGNED</u>		MULTIMETERS	94%
ADMINISTRATION	7%	PORTABLE SWITCH TEST SETS	51%
CENTRAL OFFICE MAINTENANCE	90%	STEPPING SWITCH TEST SETS	56%
FIELD/ORGANIZATION MAINT	7%	TELEPHONE TEST HANDSETS	94%
OJT TRAINER	23%	TEST DESKS, CABINETS, OR	
QUALITY CONTROL	7%	WIRE CHIEF TEST SETS	90%
SUPPLY	8%	TEST LAMPS	90%
TECH PUBLICATIONS/REG FILES	11%	VOLTMETERS	75%
		<u>ASSOCIATED EQUIPMENT INSTALLED/MAINTAINED</u>	
<u>MAINTENANCE/INSTALLATION FUNCTIONS</u>		ALARM & SUPERVISORY CIRCUITS	83%
BENCH TEST & REPAIR	76%	ATTENDANT CABINETS/AUXILIARY CIRCUITS	73%
INSPECT TELEPHONE SYSTEMS	60%	AUTOMATIC & TRUNK ROUTINERS	42%
OPERATE SWITCHING EQUIPMENT	85%	AUTOVON INTERFACE EQUIPMENT	55%
OPERATE TEST BOARDS	88%	CABLES & RELAYS	65%
REMOVE/REPLACE SWITCH COMPONENTS	51%	CB LINES	63%
REPAIR TEST/SUPPORT EQUIPMENT	37%	CHARGER AND POWER BOARDS	64%
SYSTEM ANALFAULT ISOLATION	48%	CRASH CONFERENCE NETS	61%
		DTA OR CALL TRACING EQUIP	69%
<u>SWITCHING SYSTEMS MAINTAINED</u>		FOUR WIRE CIRCUIT	42%
ALL RELAY CENTRAL OFFICE EQUIP	11%	MAG LINES	44%
AUTOVON INTERFACE EQUIP, E-M	53%	MAINFRAMES	88%
CROSSBAR	9%	POWER & INTERRUPTER CIRCUITS	66%
STEP-BY-STEP	65%	RECORDER EQUIPMENT	62%
X-Y	37%	RECTIFIER/FLOTROL/END CELL CHARGERS	73%
		RINGING MACHINE/TONE CIRCUITS	78%
		ROTARY SWITCHES	72%
		TEST DESKS	87%
		TEST SWITCH TRAINS	63%
		TRUNK CIRCUIT	67%
		UNIVERSAL IN-/OUT-DIAL	43%

GROUP ID NUMBER AND TITLE: GRP261 - X-Y SWITCHING EQUIPMENT REPAIRMAN

NUMBER IN GROUP: 54

PERCENT OF SAMPLE: 7%

LOCATION: CONUS (76%), OVERSEAS (24%)

DAFSC DISTRIBUTION: 36231 (11%), 36251 (83%), 36271 (4%)

AVERAGE GRADE: 3.6

JDI: 13

AVERAGE TIME IN CAREER FIELD: 2.6 YEARS

AVERAGE TIME IN SERVICE: 3.5 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 79%

AVERAGE NUMBER SUPERVISED: 3.2

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (22%), INTERESTING (63%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (17%)
FAIRLY WELL OR BETTER (83%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (19%)
FAIRLY WELL OR BETTER (79%)

AVERAGE NUMBER OF TASKS PERFORMED: 56

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G	MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	27
I	PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	24
H	ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	20
J	MAINTAINING FACILITIES AND WORK AREAS	12
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	8

GROUP DIFFERENTIATING TASKS:

G12 ADJUST OR ALIGN X-Y SWITCHING EQUIPMENT
G26 INSPECT, CLEAN, LUBRICATE, OR SERVICE X-Y CENTRAL SWITCHING EQUIPMENT
G51 REMOVE OR INSTALL X-Y CENTRAL SWITCHING EQUIPMENT OR COMPONENTS
H1 ADJUST OR ALIGN CIRCUIT PLATES
H31 ISOLATE MALFUNCTIONS IN X-Y SWITCHING SYSTEMS
I5 BENCH TEST CIRCUIT PLATES OR CARDS
I11 INSPECT, CLEAN, OR SERVICE CIRCUIT PLATES

GROUP ID NUMBER AND TITLE: GRP266 - STEP-BY-STEP AND X-Y SWITCHING EQUIPMENT
REPAIRMAN

NUMBER IN GROUP: 70

PERCENT OF SAMPLE: 9%

LOCATION: CONUS (77%), OVERSEAS (23%)

DAFSC DISTRIBUTION: 36231 (9%), 36251 (86%)

AVERAGE GRADE: 3.6

JDI: 14

AVERAGE TIME IN CAREER FIELD: 2.7 YEARS

AVERAGE TIME IN SERVICE: 3.3 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 82%

AVERAGE NUMBER SUPERVISED: 1.6

EXPRESSED JOB INTEREST: DULL (3%), SO-SO (17%), INTERESTING (79%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (9%)
FAIRLY WELL OR BETTER (91%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (7%)
FAIRLY WELL OR BETTER (93%)

AVERAGE NUMBER OF TASKS PERFORMED: 69

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	23
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	20
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	18
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	13
J MAINTAINING FACILITIES AND WORK AREAS	10

GROUP DIFFERENTIATING TASKS:

G10 ADJUST OR ALIGN STEP-BY-STEP SWITCHING EQUIPMENT
G12 ADJUST OR ALIGN X-Y SWITCHING EQUIPMENT
G25 INSPECT, CLEAN, LUBRICATE, OR SERVICE STEP-BY-STEP CENTRAL SWITCHING
EQUIPMENT
G49 REMOVE OR INSTALL STEP-BY-STEP CENTRAL SWITCHING EQUIPMENT OR
COMPONENTS
G51 REMOVE OR INSTALL X-Y CENTRAL SWITCHING EQUIPMENT OR COMPONENTS
H24 ISOLATE MALFUNCTIONS IN STEP-BY-STEP TELEPHONE SWITCHING SYSTEMS
H31 ISOLATE MALFUNCTIONS IN X-Y SWITCHING SYSTEMS

GROUP ID NUMBER AND TITLE: GRP250 - STEP-BY-STEP SWITCHING EQUIPMENT
REPAIRMAN

NUMBER IN GROUP: 82

PERCENT OF SAMPLE: 11%

LOCATION: CONUS (92%), OVERSEAS (7%)

DAFSC DISTRIBUTION: 36231 (23%), 36251 (76%), 36271 (1%)

AVERAGE GRADE: 3.5

JDI: 11

AVERAGE TIME IN CAREER FIELD: 2.2 YEARS

AVERAGE TIME IN SERVICE: 2.9 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 90%

AVERAGE NUMBER SUPERVISED: 2.6

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (16%), INTERESTING (73%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (10%)
FAIRLY WELL OR BETTER (90%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (4%)
FAIRLY WELL OR BETTER (96%)

AVERAGE NUMBER OF TASKS PERFORMED: 41

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

I	PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	27
G	MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	25
H	ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	19
J	MAINTAINING FACILITIES AND WORK AREAS	14
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	8

GROUP DIFFERENTIATING TASKS:

G10 ADJUST OR ALIGN STEP-BY-STEP SWITCHING EQUIPMENT
G24 INSPECT, CLEAN, LUBRICATE, OR SERVICE SPECIAL CENTRAL SWITCHING EQUIPMENT SUCH AS SF EQUIPMENT
H24 ISOLATE MALFUNCTIONS IN STEP-BY-STEP TELEPHONE SWITCHING SYSTEMS
I6 BENCH TEST RELAYS
I7 BENCH TEST SWITCHES OR PARTS

GROUP ID NUMBER AND TITLE: GRP256 - RP-40 REPAIRMAN

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 1%

LOCATION: OVERSEAS (100%)

DAFSC DISTRIBUTION: 36231 (10%), 36251 (90%)

AVERAGE GRADE: 4.1

JDI: 11

AVERAGE TIME IN CAREER FIELD: 4.4 YEARS

AVERAGE TIME IN SERVICE: 5.2 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 40%

AVERAGE NUMBER SUPERVISED: NONE

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (10%), INTERESTING (70%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (20%)
FAIRLY WELL OR BETTER (70%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (40%)
FAIRLY WELL OR BETTER (60%)

AVERAGE NUMBER OF TASKS PERFORMED: 44

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	28
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	21
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	19
J MAINTAINING FACILITIES AND WORK AREAS	14
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	11

GROUP DIFFERENTIATING TASKS:

G9 ADJUST OR ALIGN SPECIAL SWITCHING EQUIPMENT SUCH AS SINGLE FREQUENCY
(SF) EQUIPMENT
G13 ADJUST RP-40 SWITCHING EQUIPMENT
G24 INSPECT, CLEAN, LUBRICATE, OR SERVICE SPECIAL CENTRAL SWITCHING
EQUIPMENT SUCH AS SF EQUIPMENT
G26 INSPECT, CLEAN, LUBRICATE, OR SERVICE X-Y CENTRAL SWITCHING EQUIPMENT
G28 INSPECT, CLEAN, OR LUBRICATE RP-40 SWITCHING EQUIPMENT
H26 ISOLATE MALFUNCTIONS IN RP-40 SWITCHING EQUIPMENT

GROUP ID NUMBER AND TITLE: GRP172 - CROSSBAR REPAIRMAN

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 36251 (100%)

AVERAGE GRADE: 3.2

JDI: 13

AVERAGE TIME IN CAREER FIELD: 2.0 YEARS

AVERAGE TIME IN SERVICE: 2.3 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 100%

AVERAGE NUMBER SUPERVISED: NONE

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (0%), INTERESTING (80%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (40%)
FAIRLY WELL OR BETTER (60%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (20%)
FAIRLY WELL OR BETTER (80%)

AVERAGE NUMBER OF TASKS PERFORMED: 53

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

I	PERFORMING BENCH MAINTENANCE AND REPAIR OR TELEPHONE SWITCHING COMPONENTS	29
G	MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	20
H	ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	19
J	MAINTAINING FACILITIES AND WORK AREAS	12
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	8

GROUP DIFFERENTIATING TASKS:

F5 BENCH CHECK COMPONENTS PRIOR TO INSTALLATION
G5 ADJUST OR ALIGN CROSSBAR CENTRAL SWITCHING EQUIPMENT
G22 INSPECT, CLEAN, LUBRICATE, OR SERVICE CROSSBAR DIAL CENTRAL SWITCHING EQUIPMENT
G41 REMOVE OR INSTALL CROSSBAR EQUIPMENT OR COMPONENTS
H1 ADJUST OR ALIGN CIRCUIT PLATES
H15 ISOLATE MALFUNCTIONS IN CROSSBAR SWITCHING SYSTEMS
I5 BENCH TEST CIRCUIT PLATES OR CARDS
J7 OPERATE MOTOR VEHICLES

GROUP ID NUMBER AND TITLE: GRP207 - X-Y REPAIRMAN ASSISTANT

NUMBER IN GROUP: 8

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (63%), OVERSEAS (37%)

DAFSC DISTRIBUTION: 36231 (63%), 36251 (37%)

AVERAGE GRADE: 3.3

JDI: 9

AVERAGE TIME IN CAREER FIELD: 1.3 YEARS

AVERAGE TIME IN SERVICE: 1.8 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 100%

AVERAGE NUMBER SUPERVISED: NONE

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (50%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (25%)
FAIRLY WELL OR BETTER (75%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (13%)
FAIRLY WELL OR BETTER (87%)

AVERAGE NUMBER OF TASKS PERFORMED: 32

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
I PERFORMING BENCH MAINTENANCE AND REPAIR OR TELEPHONE SWITCHING COMPONENTS	29
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	23
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	21
J MAINTAINING FACILITIES AND WORK AREAS	20

GROUP DIFFERENTIATING TASKS:

G12 ADJUST OR ALIGN X-Y SWITCHING EQUIPMENT
G26 INSPECT, CLEAN, LUBRICATE, OR SERVICE X-Y CENTRAL SWITCHING EQUIPMENT
H1 ADJUST OR ALIGN CIRCUIT PLATES
H31 ISOLATE MALFUNCTIONS IN X-Y SWITCHING SYSTEMS
I11 INSPECT, CLEAN, OR SERVICE CIRCUIT PLATES
I13 INSPECT, CLEAN, OR SERVICE SWITCHES OR PARTS

GROUP ID NUMBER AND TITLE: GRP245 - X-Y AND MANUAL EQUIPMENT TECHNICIAN

NUMBER IN GROUP: 11

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (18%), OVERSEAS (82%)

DAFSC DISTRIBUTION: 36251 (82%), 36271 (18%)

AVERAGE GRADE: 4.6

JDI: 17

AVERAGE TIME IN CAREER FIELD: 5.5 YEARS

AVERAGE TIME IN SERVICE: 7.6 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 18%

AVERAGE NUMBER SUPERVISED: 1.3

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (18%), INTERESTING (73%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 89

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	21
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	18
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	18
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	16
B DIRECTING AND IMPLEMENTING	7

GROUP DIFFERENTIATING TASKS:

E17 PREPARE REQUESTS FOR AUTHORIZATION OF MATERIEL OR TURN-IN OF EXCESS
PROPERTY
G12 ADJUST OR ALIGN X-Y SWITCHING EQUIPMENT
G23 INSPECT, CLEAN, LUBRICATE, OR SERVICE MANUAL OFFICE EQUIPMENT
G24 INSPECT, CLEAN, LUBRICATE, OR SERVICE SPECIAL CENTRAL SWITCHING
EQUIPMENT SUCH AS SF EQUIPMENT
G26 INSPECT, CLEAN, LUBRICATE, OR SERVICE X-Y CENTRAL SWITCHING EQUIPMENT
G51 REMOVE OR INSTALL X-Y CENTRAL SWITCHING EQUIPMENT OR COMPONENTS
G31 INSPECT, CLEAN, OR SERVICE WESTERN ELECTRIC 310 SWITCHING SYSTEMS
I5 BENCH TEST CIRCUIT PLATES OR CARDS

GROUP ID NUMBER AND TITLE: GRP237 - CROSSBAR MAINTENANCE TECHNICIAN

NUMBER IN GROUP: 21

PERCENT OF SAMPLE: 3%

LOCATION: CONUS (76%), OVERSEAS (24%)

DAFSC DISTRIBUTION: 36251 (90%), 36271 (10%)

AVERAGE GRADE: 4.1

JDI: 16

AVERAGE TIME IN CAREER FIELD: 4.5 YEARS

AVERAGE TIME IN SERVICE: 5.1 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 62%

AVERAGE NUMBER SUPERVISED: 2.5

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (5%), INTERESTING (85%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (5%)
FAIRLY WELL OR BETTER (95%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (33%)
FAIRLY WELL OR BETTER (67%)

AVERAGE NUMBER OF TASKS PERFORMED: 82

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	19
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	18
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	17
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	14
D TRAINING	8
J MAINTAINING FACILITIES AND WORK AREAS	6

GROUP DIFFERENTIATING TASKS:

B22 SUPERVISE APPRENTICE TELEPHONE SWITCHING EQUIPMENT REPAIRMEN,
ELECTRO/MECHANICAL (AFSC 36231)
D5 CONDUCT OJT FOR APPRENTICE TELEPHONE SWITCHING EQUIPMENT REPAIRMEN,
ELECTRO/MECHANICAL (AFSC 36231)
D17 DEMONSTRATE USE OF EQUIPMENT OR TOOLS
G5 ADJUST OR ALIGN CROSSBAR CENTRAL SWITCHING EQUIPMENT SUCH AS
INTERRUPTERS OR TONE GENERATORS
G22 INSPECT, CLEAN, LUBRICATE, OR SERVICE CROSSBAR DIAL CENTRAL
SWITCHING EQUIPMENT
G41 REMOVE OR INSTALL CROSSBAR EQUIPMENT OR COMPONENTS
H15 ISOLATE MALFUNCTIONS IN CROSSBAR SWITCHING SYSTEMS

GROUP ID NUMBER AND TITLE: GRP171 - INSIDE PLANT CREW CHIEF

NUMBER IN GROUP: 11

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 36251 (64%), 36271 (36%)

AVERAGE GRADE: 5.0

JDI: 15

AVERAGE TIME IN CAREER FIELD: 7.3 YEARS

AVERAGE TIME IN SERVICE: 7.8 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 18%

AVERAGE NUMBER SUPERVISED: 4.0

EXPRESSED JOB INTEREST: INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (9%)
FAIRLY WELL OR BETTER (91%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (9%)
FAIRLY WELL OR BETTER (91%)

AVERAGE NUMBER OF TASKS PERFORMED: 60

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G	MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	20
I	PERFORMING BENCH MAINTENANCE AND REPAIR OR TELEPHONE SWITCHING COMPONENTS	19
H	ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	15
D	TRAINING	15
B	DIRECTING AND IMPLEMENTING	11
C	EVALUATING	6

GROUP DIFFERENTIATING TASKS:

B3 ASSIGN SPECIFIC MAINTENANCE TASKS TO PERSONNEL
B9 DIRECT INSIDE PLANT EQUIPMENT MAINTENANCE
B22 SUPERVISE APPRENTICE TELEPHONE SWITCHING EQUIPMENT REPAIRMEN, ELECTRO/MECHANICAL (AFSC 36231)
B25 SUPERVISE TELEPHONE SWITCHING EQUIPMENT REPAIRMEN, ELECTRO/MECHANICAL (AFSC 36251)
D3 ASSIGN SPECIFIC TRAINING TASKS TO TRAINEES
D26 UPDATE OR ANNOTATE ON-THE-JOB TRAINING RECORD FORMS (AF FORM 623)
H5 COORDINATE TROUBLESHOOTING BETWEEN INSIDE OR OUTSIDE PLANT CREWS

GROUP ID NUMBER AND TITLE: GRP118 - OUTSIDE PLANT MONITOR

NUMBER IN GROUP: 14

PERCENT OF SAMPLE: 2%

LOCATION: CONUS (50%), OVERSEAS (50%)

DAFSC DISTRIBUTION: 36231 (7%), 36251 (86%), 36271 (7%)

AVERAGE GRADE: 3.9

JDI: 10

AVERAGE TIME IN CAREER FIELD: 3.5 YEARS

AVERAGE TIME IN SERVICE: 4.0 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 64%

AVERAGE NUMBER SUPERVISED: 1.5

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (14%), INTERESTING (79%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (14%)
FAIRLY WELL OR BETTER (86%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (29%)
FAIRLY WELL OR BETTER (64%)

AVERAGE NUMBER OF TASKS PERFORMED: 46

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	25
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	21
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	17
J MAINTAINING FACILITIES AND WORK AREAS	13
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	11

GROUP DIFFERENTIATING TASKS:

B13 DIRECT OUTSIDE PLANT TROUBLESHOOTING
E27 UPDATE OR ANNOTATE CABLE RECORD FORMS (AFTO FORM 224)
E28 UPDATE OR ANNOTATE CABLE TRANSFER WORKSHEET FORMS (AFTO FORM 233)
E29 UPDATE OR ANNOTATE CIRCUIT LAYOUT RECORD/TROUBLE REPORT FORMS
(AFTO FORM 376)
E36 UPDATE OR ANNOTATE SERVICE ORDERS OR JOB CONTROL RECORDS
H5 COORDINATE TROUBLESHOOTING BETWEEN INSIDE OR OUTSIDE PLANT CREWS

GROUP ID NUMBER AND TITLE: GRP105 - TACTICAL TELEPHONE AND TELEGRAPH
REPAIRMAN

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 36231 (40%), 36251 (60%)

AVERAGE GRADE: 3.2

JDI: 14

AVERAGE TIME IN CAREER FIELD: 1.8 YEARS

AVERAGE TIME IN SERVICE: 2.8 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 80%

AVERAGE NUMBER SUPERVISED: 1.0

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (0%), INTERESTING (80%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (40%)
FAIRLY WELL OR BETTER (60%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (40%)
FAIRLY WELL OR BETTER (60%)

AVERAGE NUMBER OF TASKS PERFORMED: 66

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	33
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	18
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	18
J MAINTAINING FACILITIES AND WORK AREAS	13
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	10

GROUP DIFFERENTIATING TASKS:

F7 CONNECT POWER PANEL OR EQUIPMENT LEADS
F20 INSTALL OR RUN CABLE OR WIRING
G19 INSPECT, CLEAN, LUBRICATE, OR SERVICE AN/TTC-28 TACTICAL TELEPHONE
AND TELEGRAPH EQUIPMENT
G23 INSPECT, CLEAN, LUBRICATE, OR SERVICE MANUAL OFFICE EQUIPMENT
G39 REMOVE OR INSTALL CABLES, WIRING, OR CONNECTORS
H12 ISOLATE MALFUNCTIONS IN AN/TTC-28 TACTICAL TELEPHONE SYSTEMS
H38 REMOVE OR INSTALL COMPONENTS OF AN/TTC-28 TACTICAL TELEPHONE SYSTEMS
J7 OPERATE MOTOR VEHICLES

GROUP ID NUMBER AND TITLE: GRP175 - STEP-BY-STEP MAINTENANCE SPECIALIST

NUMBER IN GROUP: 11

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (91%), OVERSEAS (9%)

DAFSC DISTRIBUTION: 36231 (18%), 36251 (82%)

AVERAGE GRADE: 3.6

JDI: 8

AVERAGE TIME IN CAREER FIELD: 3.6 YEARS

AVERAGE TIME IN SERVICE: 4.3 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 75%

AVERAGE NUMBER SUPERVISED: 2.0

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (27%), INTERESTING (64%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (27%)
FAIRLY WELL OR BETTER (73%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (36%)
FAIRLY WELL OR BETTER (64%)

AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	33
J MAINTAINING FACILITIES AND WORK AREAS	23
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	22
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	11

GROUP DIFFERENTIATING TASKS:

G10 ADJUST OR ALIGN STEP-BY-STEP SWITCHING EQUIPMENT
G25 INSPECT, CLEAN, LUBRICATE, OR SERVICE STEP-BY-STEP CENTRAL SWITCHING
EQUIPMENT
G32 MAKE ROUTINE OPERATIONAL CHECKS OF TELEPHONE SWITCHING
OR ASSOCIATED EQUIPMENT
G36 PERFORM PREVENTIVE MAINTENANCE INSPECTIONS (PMI) ON TELEPHONE
SWITCHING EQUIPMENT
H24 ISOLATE MALFUNCTIONS IN STEP-BY-STEP TELEPHONE SWITCHING SYSTEMS
I13 INSPECT, CLEAN, OR SERVICE SWITCHES OR PARTS
J1 CLEAN FACILITIES OR WORK AREAS

GROUP ID NUMBER AND TITLE: GRP142 - INSTALLATION BENCH TESTING SPECIALIST

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 36231 (14%), 36251 (71%), 36271 (14%)

AVERAGE GRADE: 4.1

JDI: 12

AVERAGE TIME IN CAREER FIELD: 4.4 YEARS

AVERAGE TIME IN SERVICE: 4.8 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 86%

AVERAGE NUMBER SUPERVISED: 6.0

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (43%), INTERESTING (57%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (29%)
FAIRLY WELL OR BETTER (71%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (14%)
FAIRLY WELL OR BETTER (86%)

AVERAGE NUMBER OF TASKS PERFORMED: 47

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	37
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	24
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	18
J MAINTAINING FACILITIES AND WORK AREAS	8
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	6

GROUP DIFFERENTIATING TASKS:

F2 ASSEMBLE, WIRE, OR CONNECT COMPONENT PARTS FOR EQUIPMENT INSTALLATION
F17 INSTALL CABLE RACKS OR TROUGHS
F20 INSTALL OR RUN CABLE OR WIRING
G15 ASSEMBLE OR DISASSEMBLE CENTRAL OFFICE EQUIPMENT OR COMPONENTS
I2 ADJUST OR ALIGN SWITCHES
I4 ASSEMBLE SWITCHES FOR INSTALLATION
I6 BENCH TEST RELAYS
I7 BENCH TEST SWITCHES OR PARTS
I12 INSPECT, CLEAN, OR SERVICE RELAYS

GROUP ID NUMBER AND TITLE: GRP068 - RECORDS MAINTENANCE SPECIALIST

NUMBER IN GROUP: 18

PERCENT OF SAMPLE: 3%

LOCATION: CONUS (33%), OVERSEAS (67%)

DAFSC DISTRIBUTION: 36231 (22%), 36251 (68%), 36271 (11%)

AVERAGE GRADE: 3.8

JDI: 8

AVERAGE TIME IN CAREER FIELD: 3.3 YEARS

AVERAGE TIME IN SERVICE: 5.0 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 66%

AVERAGE NUMBER SUPERVISED: 2.2

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (6%), INTERESTING (78%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (17%)
FAIRLY WELL OR BETTER (83%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (28%)
FAIRLY WELL OR BETTER (72%)

AVERAGE NUMBER OF TASKS PERFORMED: 32

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	28
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	16
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	12
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	11
J MAINTAINING FACILITIES AND WORK AREAS	10
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	8

GROUP DIFFERENTIATING TASKS:

C12 INSPECT CENTRAL OFFICE RECORDS
E27 UPDATE OR ANNOTATE CABLE RECORD FORMS (AFTO FORM 224)
E28 UPDATE OR ANNOTATE CABLE TRANSFER WORKSHEET FORMS (AFTO FORM 233)
E29 UPDATE OR ANNOTATE CIRCUIT LAYOUT RECORD/TROUBLE REPORT FORMS
(AFTO FORM 376)
E36 UPDATE OR ANNOTATE SERVICE ORDERS OR JOB CONTROL RECORDS
E40 UPDATE OR ANNOTATE TELEPHONE EQUIPMENT LINE RECORD FORMS (AFTO FORM 121)
F8 CROSS CHECK INSIDE OR OUTSIDE WIRING OR ASSOCIATED EQUIPMENT

GROUP ID NUMBER AND TITLE: GRP111 - OVERSEAS MANUAL AND TACTICAL EQUIPMENT
MAINTENANCE SPECIALIST

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

LOCATION: OVERSEAS (100%)

DAFSC DISTRIBUTION: 36251 (100%)

AVERAGE GRADE: 4.0

JDI: 9

AVERAGE TIME IN CAREER FIELD: 3.7 YEARS

AVERAGE TIME IN SERVICE: 4.1 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 40%

AVERAGE NUMBER SUPERVISED: NONE

EXPRESSED JOB INTEREST: DULL (40%), SO-SO (40%), INTERESTING (20%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (80%)
FAIRLY WELL OR BETTER (20%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (80%)
FAIRLY WELL OR BETTER (20%)

AVERAGE NUMBER OF TASKS PERFORMED: 40

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	22
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	21
J MAINTAINING FACILITIES AND WORK AREAS	15
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	11
A PLANNING AND ORGANIZING	9

GROUP DIFFERENTIATING TASKS:

A2 COORDINATE INSTALLATION OR MAINTENANCE OF EQUIPMENT WITH CONTRACT
OFFICIALS OR ASSOCIATED SYSTEM PERSONNEL
F30 PERFORM OUTSIDE PLANT WORK
G7 ADJUST OR ALIGN GTA-6 MANUAL CENTRAL OFFICE EQUIPMENT
G23 INSPECT, CLEAN, LUBRICATE, OR SERVICE MANUAL OFFICE EQUIPMENT
G42 REMOVE OR INSTALL MANUAL EQUIPMENT OR COMPONENTS
H9 ISOLATE MALFUNCTIONS IN AN/GTA-6 OR AN/GTA-6A TACTICAL TELEPHONE
SYSTEMS

CLUSTER II - TELEPHONE SWITCHING EQUIPMENT SYSTEMS INSTALLATION PERSONNEL (GRP048)

GENERAL DESCRIPTION

NUMBER IN GROUP: 110

PERCENT OF SAMPLE: 14%

LOCATION: CONUS (91%), OVERSEAS (9%)

DAFSC DISTRIBUTION: 36231 (10%), 36251 (78%), 36271 (11%)

AVERAGE GRADE: 3.8

JDI: 14

AVERAGE TIME IN CAREER FIELD: 3.6 YEARS

AVERAGE TIME IN SERVICE: 4.0 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 83%

AVERAGE NUMBER SUPERVISED: 3.3

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (17%), INTERESTING (70%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (19%)
FAIRLY WELL OR BETTER (81%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (26%)
FAIRLY WELL OR BETTER (73%)

AVERAGE NUMBER OF TASKS PERFORMED: 72

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F	INSTALLING TELEPHONE SWITCHING EQUIPMENT	46
G	MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	13
J	MAINTAINING FACILITIES AND WORK AREAS	11
I	PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	10
H	ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	7

GROUP DIFFERENTIATING TASKS:

F1 ANALYZE PLANS, INSTRUCTIONS, OR SPECIFICATIONS FOR INSTALLING EQUIPMENT
F2 ASSEMBLE, WIRE, OR CONNECT COMPONENT PARTS FOR EQUIPMENT INSTALLATION
F5 BENCH CHECK COMPONENTS PRIOR TO INSTALLATION
F7 CONNECT POWER PANEL OR EQUIPMENT LEADS
F15 INSTALL ELECTRO-MECHANICAL AUTOVON INTERFACE EQUIPMENT
F18 INSTALL EQUIPMENT CABINETS OR CONNECTING BLOCKS
F21 INSTALL SOLID STATE DEVICES
F22 INSTALL STROGER STEP-BY-STEP TELEPHONE SWITCHING EQUIPMENT
F23 INSTALL X-Y TELEPHONE SWITCHING EQUIPMENT
F24 ISOLATE FACTORY WIRING FAULTS
F28 MARK, CUT, STRIP, OR BUTT CABLES
F31 PERFORM SWITCHING SYSTEMS PRE-OPERATIONAL TESTS AFTER INSTALLATION OF TELEPHONE EQUIPMENT
F38 TEST CIRCUITS OR EQUIPMENT DURING INSTALLATION

CLUSTER II (CONTINUED)

SPECIAL DESCRIPTION

<u>WORK CENTER OR ACTIVITY ASSIGNED</u>		<u>ASSOCIATED EQUIPMENT INSTALLED/ MAINTAINED</u>	
CENTRAL OFFICE FACILITY	81%	ALARM & SUPERVISORY CIRCUITS	81%
COMMUNICATIONS CONTROL CENTER	15%	ATTENDANT CABINET/AUX CIRCUITS	60%
SATELLITE TERMINAL EXCHANGE	16%	AUTOMATIC & TRUNK ROUTINERS	57%
OTHER	11%	AUTOVON INTERFACE EQUIPMENT	63%
<u>WORK FUNCTION ASSIGNED</u>		COBLER RELAYS	84%
NONE	23%	CB LINES	43%
CENTRAL OFFICE MAINTENANCE	34%	CHARGER AND POWER BOARDS	55%
FIELD/ORGANIZATIONAL MAINT	12%	CRASH CONFERENCE NETS	42%
OTHER	14%	DTA OR CALL TRACING EQUIPMENT	67%
<u>MAINTENANCE/INSTALLATION FUNCTION</u>		DUAL ALLOTTERS	41%
BENCH TEST & REPAIR	53%	FOUR WIRE CIRCUIT	50%
INITIAL SYSTEM INSTALLATION	88%	LINE AMPLIFIERS	48%
INSPECT TELEPHONE SYSTEMS	64%	MAINFRAME	77%
OPERATE SWITCHING EQUIPMENT	62%	POWER & INTERRUPTER CIRCUITS	63%
OPERATE TEST BOARDS	46%	RECORDER EQUIPMENT	45%
REPAIR TEST/SUPPORT EQUIPMENT	33%	RECTIFIER/FLOTROL/END CELL CHARGERS	55%
SERVICE/CLEAN INSTALLED EQUIP	66%	RINGING MACHINE/TONE CIRCUIT	57%
SYSTEM ANALYSIS/FAULT ISOLATION	43%	ROTARY SWITCHES	57%
<u>SWITCHING SYSTEMS MAINTAINED</u>		STROWGER LINE FINDER, SELECTOR, AND CONNECTOR CIRCUITS	66%
AUTOVON INTERFACE EQUIPMENT, E-44	27%	BPX EQUIPMENT	45%
STEP-BY-STEP	28%	TEST DESKS	59%
X-Y	28%	TEST SWITCH TRAINS	54%
<u>TEST EQUIPMENT USED</u>		TRUNK CIRCUITS	60%
AUDIO OSCILLATOR/SIGNAL GENERATOR	47%	UNIVERSAL IN-/OUT-DIAL	47%
AUTOVON TEST CHARTS	42%	X-Y SWITCH CIRCUITRY	61%
CONNECTOR TEST SETS	65%		
CURRENT FLOW TEST SETS	64%		
DECIBEL MEASURING TEST SETS	41%		
DIAL PULSE TESTORS	56%		
LINEFINDER TEST STANDS	54%		
MACHINE PULSE VARYING TEST SETS	42%		
MULTIMETER	83%		
PORTABLE SWITCH TEST SETS	45%		
PULSING LIMITS TEST SETS	41%		
STEPPING SWITCH TEST SETS	55%		
TELEPHONE TEST HANDSETS	90%		
TEST DESKS, CABINETS, OR WIRE CHIEF TEST SETS	53%		
TEST LAMPS	81%		
TEST RECEIVER SETS	48%		
TEST SET SELECTORS	40%		
VOLTMETERS	64%		
X-Y PORTABLE SWITCH TEST STANDS	43%		

GROUP ID NUMBER AND TITLE: GRP230 - SOLID STATE INSTALLATION SPECIALIST

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

LOCATION: OVERSEAS (100%)

DAFSC DISTRIBUTION: 36251 (80%), 36271 (20%)

AVERAGE GRADE: 5.2

JDI: 18

AVERAGE TIME IN CAREER FIELD: 10.3 YEARS

AVERAGE TIME IN SERVICE: 10.6 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AVERAGE NUMBER SUPERVISED: 1.0

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (20%), INTERESTING (80%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (20%)
FAIRLY WELL OR BETTER (80%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (20%)
FAIRLY WELL OR BETTER (80%)

AVERAGE NUMBER OF TASKS PERFORMED: 99

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	27
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	19
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	12
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	11
J MAINTAINING FACILITIES AND WORK AREAS	7

GROUP DIFFERENTIATING TASKS:

F21 INSTALL SOLID STATE DEVICES
F30 PERFORM OUTSIDE PLANT WORK
G4 ADJUST OR ALIGN AUTOVON INTERFACE EQUIPMENT
G9 ADJUST OR ALIGN SPECIAL SWITCHING EQUIPMENT SUCH AS SINGLE FREQUENCY
(SF) EQUIPMENT
G45 REMOVE OR INSTALL SOLID STATE EQUIPMENT
G46 REMOVE OR INSTALL SPECIAL SWITCHING EQUIPMENT OR COMPONENTS SUCH
AS SF EQUIPMENT
H18 ISOLATE MALFUNCTIONS IN ELECTRONIC SOLID STATE DEVICES
H23 ISOLATE MALFUNCTIONS IN PUBLIC ADDRESS (PA) SYSTEMS

GROUP ID NUMBER AND TITLE: GRP307 - SPECIAL EQUIPMENT INSTALLATION AND
MAINTENANCE SPECIALIST

NUMBER IN GROUP: 17

PERCENT OF SAMPLE: 2%

LOCATION: CONUS (94%), OVERSEAS (6%)

DAFSC DISTRIBUTION: 36231 (6%), 36251 (94%)

AVERAGE GRADE: 3.6

JDI: 20

AVERAGE TIME IN CAREER FIELD: 2.6 YEARS

AVERAGE TIME IN SERVICE: 3.0 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 88%

AVERAGE NUMBER SUPERVISED: 2.3

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (6%), INTERESTING (94%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (6%)
FAIRLY WELL OR BETTER (94%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (6%)
FAIRLY WELL OR BETTER (94%)

AVERAGE NUMBER OF TASKS PERFORMED: 115

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	24
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	19
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	16
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	16
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	9

GROUP DIFFERENTIATING TASKS:

G4 ADJUST OR ALIGN AUTOVON INTERFACE EQUIPMENT
G29 INSPECT, CLEAN, OR SERVICE ASSOCIATED SWITCHING EQUIPMENT SUCH
AS INTERRUPTERS
G43 REMOVE OR INSTALL POWER SUPPLY EQUIPMENT OR COMPONENTS
G46 REMOVE OR INSTALL SPECIAL SWITCHING EQUIPMENT OR COMPONENTS SUCH
AS SF EQUIPMENT
H3 CALCULATE ELECTRO-MECHANICAL VALUES OF COMPONENTS OR CIRCUITS TO
DETERMINE MALFUNCTIONS
H5 COORDINATE TROUBLESHOOTING BETWEEN INSIDE OR OUTSIDE PLANT CREWS
H21 ISOLATE MALFUNCTIONS IN INSIDE PLANT TEST BOARDS
H40 REMOVE OR INSTALL COMPONENTS OF ASSOCIATED SPECIAL EQUIPMENT SUCH
AS RECORDERS OR INTERCEPTORS
I3 ALIGN OR ADJUST ASSOCIATED SPECIAL EQUIPMENT SUCH AS RECORDERS OR
INTERCEPT EQUIPMENT
I9 INSPECT, CLEAN, OR SERVICE AUTOMATIC ROUTINERS
I10 INSPECT, CLEAN, OR SERVICE CENTRAL OFFICE TEST DESKS OR COMPONENTS

GROUP ID NUMBER AND TITLE: GRP474 - INSTALLATION CREW CHIEF

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 36251 (40%), 36271 (60%)

AVERAGE GRADE: 5.2

JDI: 21

AVERAGE TIME IN CAREER FIELD: 10.6 YEARS

AVERAGE TIME IN SERVICE: 11.0 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AVERAGE NUMBER SUPERVISED: 4.4

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (40%), INTERESTING (60%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 130

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	30
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	11
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	11
B DIRECTING AND IMPLEMENTING	10
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	9

GROUP DIFFERENTIATING TASKS:

A23 SCHEDULE SHIFTS, WORK ASSIGNMENTS, OR LEAVES
B2 ASSIGN PERSONNEL TO WORK CREWS
B10 DIRECT INSTALLATION OF TELEPHONE SWITCHING EQUIPMENT
B20 PREPARE SELF-INSPECTION REPORTS
B23 SUPERVISE CIVILIAN PERSONNEL
C20 PREPARE AIRMAN PERFORMANCE REPORTS (APR)
E26 UNPACK OR VERIFY RECEIVED MATERIEL
F1 ANALYZE PLANS, INSTRUCTIONS, OR SPECIFICATIONS FOR INSTALLING EQUIPMENT
F27 LOCATE OR MARK POSITIONING OF EQUIPMENT ON PLANS OR SPECIFICATIONS
F29 ORDER OR SECURE TELEPHONE EQUIPMENT OR SUPPLIES FOR INSTALLATION OF
TELEPHONE SWITCHING SYSTEMS

GROUP ID NUMBER AND TITLE: GRP185 - SYSTEMS INSTALLATION SPECIALIST TECHNICIAN

NUMBER IN GROUP: 45

PERCENT OF SAMPLE: 6%

LOCATION: CONUS (93%), OVERSEAS (4%)

DAFSC DISTRIBUTION: 36231 (7%), 36251 (93%)

AVERAGE GRADE: 3.5

JDI: 14

AVERAGE TIME IN CAREER FIELD: 2.3 YEARS

AVERAGE TIME IN SERVICE: 2.8 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 96%

AVERAGE NUMBER SUPERVISED: 2.5

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (16%), INTERESTING (80%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (22%)
FAIRLY WELL OR BETTER (78%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (29%)
FAIRLY WELL OR BETTER (71%)

AVERAGE NUMBER OF TASKS PERFORMED: 72

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	46
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	17
I PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	14
J MAINTAINING FACILITIES AND WORK AREAS	10

GROUP DIFFERENTIATING TASKS:

F2 ASSEMBLE, WIRE, OR CONNECT COMPONENT PARTS FOR EQUIPMENT INSTALLATION
F7 CONNECT POWER PANEL OR EQUIPMENT LEADS
F9 CROSS CONNECT INTERMEDIATE OR MAIN FRAMES
F17 INSTALL CABLE RACKS OR TROUGHS
F18 INSTALL EQUIPMENT CABINETS OR CONNECTING BLOCKS
F22 INSTALL STROGER STEP-BY-STEP TELEPHONE SWITCHING EQUIPMENT
F23 INSTALL X-Y TELEPHONE SWITCHING EQUIPMENT
F25 INSPECT OR INVENTORY EQUIPMENT FOR INSTALLATION
F31 PERFORM SWITCHING SYSTEMS PRE-OPERATIONAL TESTS AFTER INSTALLATION
OF TELEPHONE EQUIPMENT
G39 REMOVE OR INSTALL CABLES, WIRING, OR CONNECTORS
G49 REMOVE OR INSTALL STEP-BY-STEP CENTRAL SWITCHING EQUIPMENT OR COMPONENTS

GROUP ID NUMBER AND TITLE: GRP148 - INSTALLATION TEAM CHIEF

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (90%), OVERSEAS (10%)

DAFSC DISTRIBUTION: 36251 (30%), 36271 (70%)

AVERAGE GRADE: 4.8 JDI: 15

AVERAGE TIME IN CAREER FIELD: 7.4 YEARS

AVERAGE TIME IN SERVICE: 8.1 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AVERAGE NUMBER SUPERVISED: 4.3

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (10%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (20%)
FAIRLY WELL OR BETTER (80%)

AVERAGE NUMBER OF TASKS PERFORMED: 68

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	51
B DIRECTING AND IMPLEMENTING	9
A PLANNING AND ORGANIZING	9
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	8
D TRAINING	5

GROUP DIFFERENTIATING TASKS:

A2 COORDINATE INSTALLATION OR MAINTENANCE OF EQUIPMENT WITH CONTRACT
OFFICIALS OR ASSOCIATED SYSTEM PERSONNEL
A13 PLAN INSTALLATION, MAINTENANCE, OR INSPECTION OF TELEPHONE SWITCHING
EQUIPMENT
A15 PLAN INVENTORIES OF MATERIEL
A20 PLAN TRANSPORTATION TO MEET WORK DEMANDS
B10 DIRECT INSTALLATION OF TELEPHONE SWITCHING EQUIPMENT
F1 ANALYZE PLANS, INSTRUCTIONS, OR SPECIFICATIONS FOR INSTALLING EQUIPMENT
F10 DIAGRAM OR SKETCH INSTALLATION OF EQUIPMENT
F13 INSPECT INSTALLATION MOUNTINGS, POSITIONING OF EQUIPMENT, OR CONNECTIONS
F27 LOCATE OR MARK POSITIONING OF EQUIPMENT ON PLANS OR SPECIFICATIONS

GROUP ID NUMBER AND TITLE: GRP098 - SYSTEMS INSTALLATION SPECIALIST

NUMBER IN GROUP: 25

PERCENT OF SAMPLE: 3%

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 36231 (28%), 36251 (68%)

AVERAGE GRADE: 3.2

JDI: 7

AVERAGE TIME IN CAREER FIELD: 1.7 YEARS

AVERAGE TIME IN SERVICE: 2.2 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 100%

AVERAGE NUMBER SUPERVISED: NONE

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (28%), INTERESTING (56%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (32%)
FAIRLY WELL OR BETTER (68%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (48%)
FAIRLY WELL OR BETTER (48%)

AVERAGE NUMBER OF TASKS PERFORMED: 32

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	66
J MAINTAINING FACILITIES AND WORK AREAS	20
G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	6

GROUP DIFFERENTIATING TASKS:

F2 ASSEMBLE, WIRE, OR CONNECT COMPONENT PARTS FOR EQUIPMENT INSTALLATION
F4 ATTACH IDENTIFICATION TAGS TO CABLE ENDS
F11 DRILL HOLES FOR MOUNTINGS
F12 FAN OR FORM CABLES
F20 INSTALL OR RUN CABLE OR WIRING
F26 LACE CABLES
F28 MARK, CUT, STRIP, OR BUTT CABLES
F36 TERMINATE CABLE CONDUCTORS BY SOLDERING
J1 CLEAN FACILITIES OR WORK AREAS
J2 CLEAN OR INSPECT VEHICLES
J9 REMOVE OR DISPOSE OF TRASH, WASTE, OR MATERIALS

CLUSTER III - MANAGEMENT AND SUPERVISION PERSONNEL (GRP020)

GENERAL DESCRIPTION

NUMBER IN GROUP: 185
 PERCENT OF SAMPLE: 24%
 LOCATION: CONUS (64%), OVERSEAS (36%)
 DAFSC DISTRIBUTION: 36231 (1%), 36251 (21%), 36271 (60%), 36294 (17%)
 AVERAGE GRADE: 6.1 JDI: 16
 AVERAGE TIME IN CAREER FIELD: 13 YEARS
 AVERAGE TIME IN SERVICE: 15.3 YEARS
 PERCENT MEMBERS IN FIRST ENLISTMENT: 4%
 AVERAGE NUMBER SUPERVISED: 4.4
 EXPRESSED JOB INTEREST: DULL (8%), SO-SO (12%), INTERESTING (77%)
 PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (14%)
 FAIRLY WELL OR BETTER (84%)
 PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (19%)
 FAIRLY WELL OR BETTER (79%)
 AVERAGE NUMBER OF TASKS PERFORMED: 95

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

C EVALUATING	23
B DIRECTING AND IMPLEMENTING	17
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	16
A PLANNING AND ORGANIZING	15
D TRAINING	10

GROUP DIFFERENTIATING TASKS:

A11 PLAN ADVANCED OR SPECIAL TRAINING
 A21 SCHEDULE MAINTENANCE INSPECTIONS
 A25 UPDATE FUNCTIONAL OR ORGANIZATIONAL CHARTS OR STATEMENTS TO MEET
 MISSION REQUIREMENTS
 B1 ASSIGN PERSONNEL TO DUTY POSITIONS
 B4 CONDUCT POLICY MEETINGS OR STAFF MEETINGS
 B6 COORDINATE MAINTENANCE STANDARDIZATION EVALUATION PROGRAMS (MSEP)
 WITH QC SECTIONS
 B8 DIRECT ADMINISTRATIVE FUNCTIONS
 B9 DIRECT INSIDE PLANT EQUIPMENT MAINTENANCE
 B18 IMPLEMENT QC PROGRAMS
 B25 SUPERVISE TELEPHONE SWITCHING EQUIPMENT REPAIRMEN, ELECTRO/MECHANICAL
 (AFSC 36251)
 B26 SUPERVISE TELEPHONE SWITCHING EQUIPMENT TECHNICIANS, ELECTRO/MECHANICAL
 (AFSC 36271)
 C1 CONDUCT INSPECTIONS OF TELEPHONE SWITCHING INSTALLATION ACTIVITIES
 C3 EVALUATE INSIDE PLANT MAINTENANCE ACTIVITIES
 C28 REVIEW WORKLOAD OR SCHEDULING
 D24 EVALUATE UPGRADE TRAINING PROGRESS OF INDIVIDUALS
 E16 PREPARE OR COORDINATE CABLE TRANSFERS WITH OTHER AGENCIES

CLUSTER III (CONTINUED)

SPECIAL DESCRIPTIONWORK CENTER OR ACTIVITY ASSIGNED

CENTRAL OFFICE FACILITY	61%
RP-40 DIAL CENTER	10%
SATELLITE TERMINAL/EXCHANGE	17%
OTHER	21%

WORK FUNCTION ASSIGNED

ADMINISTRATION	37%
ANALYSIS, RECORDS, OR REPORTS	31%
CENTRAL OFFICE MAINTENANCE	48%
LOGISTICS	12%
OJT	40%
QUALITY CONTROL	33%
SUPPLY	20%
TECH PUBLICATIONS/REG FILES	32%
TRAINING MATERIALS	17%

MAINTENANCE/INSTALLATION FUNCTIONS

NONE	25%
INSPECT TELEPHONE SYSTEMS	51%
OPERATE SWITCHING EQUIPMENT	42%
OPERATE TEST BOARDS	41%
SERVICE/CLEAN INSTALLED EQUIP	45%
SUPERVISION	68%
SYSTEM ANALYSIS/FAULT ISOLATION	41%

SWITCHING SYSTEMS MAINTAINED

NONE	45%
AUTOVON INTERFACE EQUIPMENT	34%
STEP-BY-STEP	33%
X-Y	15%

TEST EQUIPMENT USED

NONE	34%
AUDIO OSCILLATORS/SIGNAL GENERATOR	42%
CONNECTOR TEST SETS	41%
CURRENT FLOW TEST SETS	44%
DECIBEL MEASURING TEST SETS	43%
MULTIMETERS	62%
TELEPHONE TEST HANDSETS	60%
TEST DESKS, CABINETS, OR WIRE	
CHIEF TEST SETS	51%
TEST LAMPS	56%
VOLTMETERS	50%
3550 B TEST SETS	40%

ASSOCIATED EQUIPMENT INSTALLED/MAINTAINED

NONE	39%
ALARM AND SUPERVISORY CIRCUIT	48%
CABLES AND RELAYS	45%
CHARGER AND POWER BOARDS	40%
CRASH CONFERENCE NETS	38%
MAINFRAMES	51%
RECTIFIER/FLOTROL/END CELL CHARGERS	47%
RINGING MACHINE/TONE CIRCUITS	47%
ROTARY SWITCHES	40%
TEST DESKS	44%
TRUNK CIRCUITS	41%

GROUP ID NUMBER AND TITLE: GRP134 - QUALITY CONTROL INSPECTOR

NUMBER IN GROUP: 14

PERCENT OF SAMPLE: 2%

LOCATION: CONUS (71%), OVERSEAS (29%)

DAFSC DISTRIBUTION: 36251 (14%), 36271 (57%), 36294 (22%)

AVERAGE GRADE: 6.4

JDI: 11

AVERAGE TIME IN CAREER FIELD: 16.1 YEARS

AVERAGE TIME IN SERVICE: 17.0 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AVERAGE NUMBER SUPERVISED: 2.3

EXPRESSED JOB INTEREST: DULL (21%), SO-SO (0%), INTERESTING (72%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (21%)
FAIRLY WELL OR BETTER (65%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (21%)
FAIRLY WELL OR BETTER (79%)

AVERAGE NUMBER OF TASKS PERFORMED: 31

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	51
A PLANNING AND ORGANIZING	18
B DIRECTING AND IMPLEMENTING	12
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	11

GROUP DIFFERENTIATING TASKS:

A6 DEVELOP QUALITY CONTROL (QC) PROGRAMS
A22 SCHEDULE SECTION QC INSPECTIONS
B18 IMPLEMENT QC PROGRAMS
C1 CONDUCT INSPECTIONS OF TELEPHONE SWITCHING INSTALLATION ACTIVITIES
C2 CONDUCT INSPECTIONS OF TELEPHONE SWITCHING SYSTEMS MAINTENANCE ACTIVITIES
C3 EVALUATE INSIDE PLANT MAINTENANCE ACTIVITIES
C6 EVALUATE SUGGESTIONS
C11 INSPECT ADMINISTRATIVE OR SUPPLY FUNCTIONS
C12 INSPECT CENTRAL OFFICE RECORDS
C14 INSPECT PUBLICATIONS FILES
C22 REVIEW OR FOLLOW UP INSPECTION REPORTS

GROUP ID NUMBER AND TITLE: GRP073 - NCOIC, INSIDE PLANT

NUMBER IN GROUP: 80

PERCENT OF SAMPLE: 10%

LOCATION: CONUS (58%), OVERSEAS (41%)

DAFSC DISTRIBUTION: 36251 (38%), 36271 (58%), 36294 (4%)

AVERAGE GRADE: 5.4

JDI: 20

AVERAGE TIME IN CAREER FIELD: 9.3 YEARS

AVERAGE TIME IN SERVICE: 11.6 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: 8%

AVERAGE NUMBER SUPERVISED: 4.0

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (10%), INTERESTING (81%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (13%)
FAIRLY WELL OR BETTER (86%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (17%)
FAIRLY WELL OR BETTER (82%)

AVERAGE NUMBER OF TASKS PERFORMED: 148

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	15
B	DIRECTING AND IMPLEMENTING	14
C	EVALUATING	12
G	MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	12
A	PLANNING AND ORGANIZING	11
D	TRAINING	10
H	ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	10

GROUP DIFFERENTIATING TASKS:

A21 SCHEDULE MAINTENANCE INSPECTIONS
B5 CONDUCT SUPERVISORY ORIENTATIONS OR BRIEFINGS
B9 DIRECT INSIDE PLANT EQUIPMENT MAINTENANCE
C3 EVALUATE INSIDE PLANT MAINTENANCE ACTIVITIES
D21 DEVELOP OJT PROGRAMS
E21 PREPARE SCHEDULE OF TECHNICIAN AVAILABILITY FORMS (AF FORM 2446)
G32 MAKE ROUTINE OPERATIONAL CHECKS OF TELEPHONE SWITCHING OR ASSOCIATED
EQUIPMENT
H5 COORDINATE TROUBLESHOOTING BETWEEN INSIDE OR OUTSIDE PLANT CREWS
H25 ISOLATE MALFUNCTIONS IN SWITCHBOARD SYSTEMS

GROUP ID NUMBER AND TITLE: GRP161 - DEPOT MAINTENANCE SUPERVISOR

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (83%), OVERSEAS (17%)

DAFSC DISTRIBUTION: 36251 (17%), 36271 (67%), 36294 (17%)

AVERAGE GRADE: 6.0 JDI: 17

AVERAGE TIME IN CAREER FIELD: 13.3 YEARS

AVERAGE TIME IN SERVICE: 14.1 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AVERAGE NUMBER SUPERVISED: 3.6

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (17%), INTERESTING (83%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 80

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F	INSTALLING TELEPHONE SWITCHING EQUIPMENT	20
B	DIRECTING AND IMPLEMENTING	14
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	13
D	TRAINING	12
A	PLANNING AND ORGANIZING	12
C	EVALUATING	11
H	ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	11

GROUP DIFFERENTIATING TASKS:

A20 PLAN TRANSPORTATION TO MEET WORK DEMANDS
B10 DIRECT INSTALLATION OF TELEPHONE SWITCHING EQUIPMENT
F1 ANALYZE PLANS, INSTRUCTIONS, OR SPECIFICATIONS FOR INSTALLING EQUIPMENT
F25 INSPECT OR INVENTORY EQUIPMENT FOR INSTALLATION
F27 LOCATE OR MARK POSITIONING OF EQUIPMENT ON PLANS OR SPECIFICATIONS
F29 ORDER OR SECURE TELEPHONE EQUIPMENT OR SUPPLIES FOR INSTALLATION OF
TELEPHONE SWITCHING SYSTEMS
F31 PERFORM SWITCHING SYSTEMS PRE-OPERATIONAL TESTS AFTER INSTALLATION OF
TELEPHONE EQUIPMENT
F38 TEST CIRCUITS OR EQUIPMENT DURING INSTALLATION

GROUP ID NUMBER AND TITLE: GRP181 - INSIDE PLANT SUPERINTENDENT

NUMBER IN GROUP: 30

PERCENT OF SAMPLE: 4%

LOCATION: CONUS (70%), OVERSEAS (30%)

DAFSC DISTRIBUTION: 36251 (3%), 36271 (67%), 36294 (23%)

AVERAGE GRADE: 6.8

JDI: 18

AVERAGE TIME IN CAREER FIELD: 16.7 YEARS

AVERAGE TIME IN SERVICE: 19.5 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AVERAGE NUMBER SUPERVISED: 6.1

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (20%), INTERESTING (77%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (3%)
FAIRLY WELL OR BETTER (97%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (7%)
FAIRLY WELL OR BETTER (90%)

AVERAGE NUMBER OF TASKS PERFORMED: 92

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	24
A PLANNING AND ORGANIZING	23
B DIRECTING AND IMPLEMENTING	22
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	17
D TRAINING	10

GROUP DIFFERENTIATING TASKS:

A2 COORDINATE INSTALLATION OR MAINTENANCE OF EQUIPMENT WITH CONTRACT
OFFICIALS OR ASSOCIATED SYSTEM PERSONNEL
A3 DEFINE BUDGETING REQUIREMENTS
A5 DEVELOP CORROSION CONTROL PROGRAMS
A21 SCHEDULE MAINTENANCE INSPECTIONS
B6 COORDINATE MAINTENANCE STANDARDIZATION EVALUATION PROGRAMS (MSEP) WITH
QC SECTIONS
B9 DIRECT INSIDE PLANT EQUIPMENT MAINTENANCE
B18 IMPLEMENT QC PROGRAMS
C24 REVIEW OR INDORSE CIVILIAN PERFORMANCE RATINGS OR PERSONNEL ACTIONS
C26 REVIEW MAN-HOUR REPORTING
C28 REVIEW WORKLOAD OR SCHEDULING
E4 COORDINATE PLANT-IN-PLACE RECORDS CHANGES WITH OTHER AGENCIES
E16 PREPARE OR COORDINATE CABLE TRANSFERS WITH OTHER AGENCIES

GROUP ID NUMBER AND TITLE: GRP253 - INSTRUCTION SUPERVISOR

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 36231 (17%), 36271 (50%), 36294 (33%)

AVERAGE GRADE: 6.8

JDI: 17

AVERAGE TIME IN CAREER FIELD: 19.6 YEARS

AVERAGE TIME IN SERVICE: 20.8 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AVERAGE NUMBER SUPERVISED: 7.2

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (17%), INTERESTING (83%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (18%)
FAIRLY WELL OR BETTER (82%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (17%)
FAIRLY WELL OR BETTER (83%)

AVERAGE NUMBER OF TASKS PERFORMED: 78

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

D TRAINING	33
A PLANNING AND ORGANIZING	21
C EVALUATING	18
B DIRECTING AND IMPLEMENTING	17

GROUP DIFFERENTIATING TASKS:

A17 PLAN OR ORGANIZE TRAINING FOR BASIC OR ADVANCED TECHNICAL TRAINING COURSES
C8 EVALUATE UNIT TRAINING PROGRAMS
D4 CONDUCT FORMAL TECHNICAL TRAINING COURSES
D10 CONDUCT OR PARTICIPATE IN TRAINING CONFERENCES OR MEETINGS
D13 CONDUCT SKILL PERFORMANCE TESTS
D16 DEFINE UNIT TRAINING NEEDS
D19 DEVELOP FORMAL TECHNICAL TRAINING COURSE MATERIALS
D25 PERFORM EVALUATIONS OF TECHNICAL TRAINING PROGRAMS

GROUP ID NUMBER AND TITLE: GRP139 - BRANCH SUPERINTENDENTS

NUMBER IN GROUP: 8

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (63%), OVERSEAS (37%)

DAFSC DISTRIBUTION: 36271 (12%), 36294 (88%)

AVERAGE GRADE: 8.2

JDI: 13

AVERAGE TIME IN CAREER FIELD: 20.3 YEARS

AVERAGE TIME IN SERVICE: 24.3 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AVERAGE NUMBER SUPERVISED: 5.5

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 45

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	40
B DIRECTING AND IMPLEMENTING	23
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	18
A PLANNING AND ORGANIZING	13

GROUP DIFFERENTIATING TASKS:

B23 SUPERVISE CIVILIAN PERSONNEL
B24 SUPERVISE MILITARY PERSONNEL WITH AFS OTHER THAN 362X1
C22 REVIEW OR FOLLOW UP INSPECTION REPORTS
C23 REVIEW OR INDORSE APR, SPECIAL AWARDS, OR MILITARY PERSONNEL ACTIONS
C25 REVIEW CORRESPONDENCE OR REPORTS
E5 DRAFT CORRESPONDENCE OR REPORTS
E12 PREPARE COST ESTIMATES FOR SUPPLIES OR MATERIALS
E13 PREPARE COST ESTIMATES FOR TEMPORARY DUTY (TDY) OR TRAVEL

GROUP ID NUMBER AND TITLE: GRP093 - UNIT EVALUATION SUPERINTENDENT

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 36271 (40%), 36294 (60%)

AVERAGE GRADE: 7.2

JDI: 11

AVERAGE TIME IN CAREER FIELD: 15.6 YEARS

AVERAGE TIME IN SERVICE: 21.8 YEARS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AVERAGE NUMBER SUPERVISED: 3.0

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (0%), INTERESTING (60%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (20%)
FAIRLY WELL OR BETTER (80%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (40%)
FAIRLY WELL OR BETTER (60%)

AVERAGE NUMBER OF TASKS PERFORMED: 25

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

C EVALUATING	59
A PLANNING AND ORGANIZING	17
B DIRECTING AND IMPLEMENTING	14

GROUP DIFFERENTIATING TASKS:

C9 EVALUATE UNIT WORK STANDARDS
C7 EVALUATE UNIT EFFICIENCY IN WORK ACCOMPLISHMENTS
A1 ANALYZE WORKLOAD REPORTS
C28 REVIEW WORKLOAD OR SCHEDULING
C5 EVALUATE PERFORMANCE OF CIVILIANS
C26 REVIEW MAN-HOUR REPORTING

INDEPENDENT JOB TYPE A - OVERSEAS AUTOVON INTERFACE MAINTENANCE SPECIALIST
(GRP070)

GENERAL DESCRIPTION

NUMBER IN GROUP: 9
PERCENT OF SAMPLE: 1%
LOCATION: OVERSEAS (100%)
DAFSC DISTRIBUTION: 36251 (89%), 36271 (11%)
AVERAGE GRADE: 4.6 JDI: 10
AVERAGE TIME IN CAREER FIELD: 6.6 YEARS
AVERAGE TIME IN SERVICE: 8 YEARS
PERCENT MEMBERS IN FIRST ENLISTMENT: 33%
AVERAGE NUMBER SUPERVISED: 1
EXPRESSED JOB INTEREST: DULL (22%), SO-SO (0%), INTERESTING (78%)
PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (11%)
FAIRLY WELL OR BETTER (89%)
PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (44%)
FAIRLY WELL OR BETTER (56%)
AVERAGE NUMBER OF TASKS PERFORMED: 35

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	24
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	19
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	16
J MAINTAINING FACILITIES AND WORK AREAS	11
F INSTALLING TELEPHONE SWITCHING EQUIPMENT	14

GROUP DIFFERENTIATING TASKS:

B21 SCHEDULE TEST EQUIPMENT FOR PRECISION MEASURING EQUIPMENT (PME) REPAIR
G4 ADJUST OR ALIGN AUTOVON INTERFACE EQUIPMENT
G9 ADJUST OR ALIGN SPECIAL SWITCHING EQUIPMENT SUCH AS SINGLE FREQUENCY
(SF) EQUIPMENT
G24 INSPECT, CLEAN, LUBRICATE, OR SERVICE SPECIAL CENTRAL SWITCHING
EQUIPMENT SUCH AS SF EQUIPMENT
G38 REMOVE OR INSTALL AUTOVON INTERFACE EQUIPMENT COMPONENTS
H16 ISOLATE MALFUNCTIONS IN ELECTRO-MECHANICAL AUTOVON INTERFACE EQUIPMENT

INDEPENDENT JOB TYPE A (CONTINUED)

SPECIAL DESCRIPTIONWORK CENTER OR ACTIVITY ASSIGNED

CENTRAL OFFICE FACILITY	11%
COMMUNICATION CONTROL CENTER	11%
COMMUNICATIONS RELAY SITE	22%
CONTROL TOWER	22%
TACTICAL COMMAND POST	11%
TERMINAL SITE (FIXED)	11%
OTHER	22%

WORK FUNCTION ASSIGNED

NONE	22%
FIELD/ORGANIZATIONAL MAINT	33%
QUALITY CONTROL	22%
TECHNICAL PUBS/REG FILES	44%

SWITCHING SYSTEMS MAINTAINED

AUTOVON INTERFACE, E-M	89%
RAPCON SYSTEMS	11%

TEST EQUIPMENT USED

AUDIO OSCILLATORS/SIGNAL GENERATOR	89%
AUTOVON TEST CHARTS	89%
CURRENT FLOW TEST SETS	68%
DECIBEL MEASURING TEST SETS	78%
FREQUENCY METERS	89%
MULTIMETERS	100%
VOLTMETERS	89%
3550 B TEST SETS	100%
26600 TEST SETS	89%

ASSOCIATED EQUIPMENT INSTALLED/MAINTAINED

AUTOVON INTERFACE EQUIP	89%
FOUR WIRE CIRCUIT	100%
MAINFRAMES	79%
SF UNITS	100%

INDEPENDENT JOB TYPE B - WIRE MAINTENANCE AND REPAIR SPECIALIST (GRF094)

GENERAL DESCRIPTION

NUMBER IN GROUP: 7
 PERCENT OF SAMPLE: 1%
 LOCATION: CONUS (71%), OVERSEAS (29%)
 DAFSC DISTRIBUTION: 36231 (14%), 36251 (72%), 36271 (14%)
 AVERAGE GRADE: 3.8 JDI: 5
 AVERAGE TIME IN CAREER FIELD: 5.5 YEARS
 AVERAGE TIME IN SERVICE: 6.4 YEARS
 PERCENT MEMBERS IN FIRST ENLISTMENT: 57%
 AVERAGE NUMBER SUPERVISED: 2
 EXPRESSED JOB INTEREST: DULL (29%), SO-SO (14%), INTERESTING (57%)
 PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (71%)
 FAIRLY WELL OR BETTER (29%)
 PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (71%)
 FAIRLY WELL OR BETTER (29%)
 AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F	INSTALLING TELEPHONE SWITCHING EQUIPMENT	36
J	MAINTAINING FACILITIES AND WORK AREAS	14
G	MAINTAINING INSTALLED TELEPHONE SWITCHING EQUIPMENT	13
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	12
I	PERFORMING BENCH MAINTENANCE AND REPAIR OF TELEPHONE SWITCHING COMPONENTS	9

GROUP DIFFERENTIATING TASKS:

F9 CROSS CONNECT INTERMEDIATE OR MAIN FRAMES
 F20 INSTALL OR RUN CABLE OR WIRING
 F26 LACE CABLES
 F28 MARK, CUT, STRIP, OR BUTT CABLES
 F36 TERMINATE CABLE CONDUCTORS BY SOLDERING
 G34 PERFORM CROSS CONNECTIONS ON MAINFRAMES
 G39 REMOVE OR INSTALL CABLES, WIRING, OR CONNECTORS
 G53 WRAP, REWRAP, OR BUNDLE CABLES
 H33 ISOLATE MALFUNCTIONS TO CABLES

INDEPENDENT JOB TYPE C - ADMINISTRATION AND JOB CONTROL SPECIALIST (GRP129)

GENERAL DESCRIPTION

NUMBER IN GROUP: 10
 PERCENT OF SAMPLE: 1%
 LOCATION: CONUS (90%), OVERSEAS (10%)
 DAFSC DISTRIBUTION: 36251 (100%)
 AVERAGE GRADE: 3.8 JDI: 3
 AVERAGE TIME IN CAREER FIELD: 2.8 YEARS
 AVERAGE TIME IN SERVICE: 3.3 YEARS
 PERCENT MEMBERS IN FIRST ENLISTMENT: 90%
 AVERAGE NUMBER SUPERVISED: NONE
 EXPRESSED JOB INTEREST: DULL (10%), SO-SO (10%), INTERESTING (80%)
 PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (50%)
 FAIRLY WELL OR BETTER (40%)
 PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (30%)
 FAIRLY WELL OR BETTER (70%)
 AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	61
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	16
J MAINTAINING FACILITIES AND WORK AREAS	14

GROUP DIFFERENTIATING TASKS:

E23 PREPARE WORK ORDER REQUESTS FOR REPAIR OF FACILITIES
 E24 PROCESS WORK ORDERS
 E27 UPDATE OR ANNOTATE CABLE RECORD FORMS (AFTO FORM 224)
 E28 UPDATE OR ANNOTATE CABLE TRANSFER WORKSHEET FORMS (AFTO FORM 376)
 E29 UPDATE OR ANNOTATE CIRCUIT LAYOUT RECORD/TROUBLE REPORT FORMS
 (AFTO FORM 376)
 E36 UPDATE OR ANNOTATE SERVICE ORDERS OR JOB CONTROL RECORDS
 E40 UPDATE OR ANNOTATE TELEPHONE EQUIPMENT LINE RECORD FORMS (AFTO FORM 121)

INDEPENDENT JOB TYPE D - TECHNICAL TRAINING INSTRUCTOR (GRP097)

GENERAL DESCRIPTION

NUMBER IN GROUP: 20
 PERCENT OF SAMPLE: 3%
 LOCATION: CONUS (100%)
 DAFSC DISTRIBUTION: 36251 (60%), 36271 (40%)
 AVERAGE GRADE: 5.2 JDI: 9
 AVERAGE TIME IN CAREER FIELD: 7.3 YEARS
 AVERAGE TIME IN SERVICE: 9.3 YEARS
 PERCENT MEMBERS IN FIRST ENLISTMENT: 30%
 AVERAGE NUMBER SUPERVISED: 1.5
 EXPRESSED JOB INTEREST: DULL (0%), SO-SO (25%), INTERESTING (75%)
 PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (25%)
 FAIRLY WELL OR BETTER (75%)
 PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (10%)
 FAIRLY WELL OR BETTER (85%)
 AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
D TRAINING	76
H ISOLATING MALFUNCTIONS IN INSTALLED TELEPHONE SWITCHING AND ASSOCIATED EQUIPMENT	6

GROUP DIFFERENTIATING TASKS:

D1 ADMINISTER ORAL OR WRITTEN TESTS
 D2 ARRANGE FOR TRAINING AIDS OR TRAINING MATERIALS
 D3 ASSIGN SPECIFIC TRAINING TASKS TO TRAINEES
 D4 CONDUCT FORMAL TECHNICAL TRAINING COURSES
 D13 CONDUCT SKILL PERFORMANCE TESTS
 D15 COUNSEL TRAINERS OR TRAINEES ON TRAINING PROGRESS
 D17 DEMONSTRATE USE OF EQUIPMENT OR TOOLS
 D22 DEVELOP OR PREPARE LESSON PLANS FOR CLASSROOM INSTRUCTION
 D23 EVALUATE INDIVIDUAL TRAINING NEEDS

APPENDIX B

TABLE I

TASKS PERFORMED BY 35 PERCENT OR MORE OF DAFSC 362X1 5- AND 7-SKILL LEVEL PERSONNEL

TASKS	PERCENT PERFORMING	
	DAFSC 36251	DAFSC 36271
D17 DEMONSTRATE USE OF EQUIPMENT OR TOOLS	40	57
E27 UPDATE OR ANNOTATE CABLE RECORD FORMS (AFTO FORM 224)	50	37
E40 UPDATE OR ANNOTATE TELEPHONE EQUIPMENT LINE RECORD FORMS (AFTO FORM 121)	51	36
H2 ANALYZE SCHEMATICS OR DIAGRAMS	66	45
H4 CONNECT TEST EQUIPMENT OR INTERPRET TEST RESULTS TO DETERMINE MALFUNCTIONS	66	38
H5 COORDINATE TROUBLESHOOTING BETWEEN INSIDE OR OUTSIDE PLANT CREWS	59	36
H35 OPERATE INSIDE PLANT TEST BOARDS	66	35
I1 ADJUST RELAYS	75	39
I16 SOLDER OR RESOLDER TERMINALS OR CONNECTORS	78	39
I17 WRAP OR UNWRAP TERMINALS	70	36
J1 CLEAN FACILITIES OR WORK AREAS	88	45
J9 REMOVE OR DISPOSE OF TRASH, WASTE, OR MATERIALS	81	36

Total Common Tasks: 12

TABLE II

TASKS PERFORMED BY 40 PERCENT OR MORE OF DAFSC 362XX 7- AND 9-SKILL LEVEL PERSONNEL

TASKS	PERCENT PERFORMING	
	DAFSC 36251	DAFSC 36271
A2 COORDINATE INSTALLATION OR MAINTENANCE OF EQUIPMENT WITH CONTRACT OFFICIALS OR ASSOCIATED SYSTEM PERSONNEL	40	66
A7 DEVELOP ON-THE-JOB TRAINING (OJT) PROGRAMS	47	47
A12 PLAN OR SCHEDULE SECTION WORKLOADS	52	53
A16 PLAN OR COORDINATE WORK CENTER INSPECTIONS WITH SHOPS OR OTHER AGENCIES	42	50
A24 UPDATE FACILITIES OR EQUIPMENT MAINTENANCE STANDARDS	62	44
B1 ASSIGN PERSONNEL TO DUTY POSITIONS	43	66
B5 CONDUCT SUPERVISORY ORIENTATIONS OR BRIEFINGS	42	75
B11 DIRECT MAINTENANCE OF FACILITIES OR WORK AREAS	45	41
B14 IMPLEMENT OR CONDUCT SAFETY TRAINING PROGRAMS	40	41
B20 PREPARE SELF-INSPECTION REPORTS	40	53
C2 CONDUCT INSPECTIONS OF TELEPHONE SWITCHING SYSTEMS MAINTENANCE ACTIVITIES	42	56
C12 INSPECT CENTRAL OFFICE RECORDS	49	44
C14 INSPECT PUBLICATIONS FILES	45	47
C18 INSPECT TRAINING RECORDS	56	53
C20 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	72	78
C22 REVIEW OR FOLLOW UP INSPECTION REPORTS	54	81
C25 REVIEW CORRESPONDENCE OR REPORTS	54	91
D15 COUNSEL TRAINERS OR TRAINEES ON TRAINING PROGRESS	52	44
D23 EVALUATE INDIVIDUAL TRAINING NEEDS	49	56
D26 UPDATE OR ANNOTATE ON-THE-JOB TRAINING RECORD FORMS (AF FORM 623)	63	56
E5 DRAFT CORRESPONDENCE OR REPORTS	61	84
E14 PREPARE JOB PROFICIENCY GUIDE CONTINUATION SHEET FORMS (AF FORM 797)	49	41

Total Common Tasks: 22

TABLE III

TASKS PERFORMED BY 50 PERCENT OR MORE OF DAFSC 36251 PERSONNEL

<u>TASKS</u>	<u>PERCENT PERFORMING</u>
J1 CLEAN FACILITIES OR WORK AREAS	88
J4 MOP, STRIP, WAX, OR POLISH FLOORS	81
J9 REMOVE OR DISPOSE OF TRASH, WASTE, OR MATERIALS	80
I16 SOLDER OR RESOLDER TERMINALS OR CONNECTORS	78
I1 ADJUST RELAYS	75
G34 PERFORM CROSS CONNECTIONS ON MAINFRAMES	71
I2 ADJUST OR ALIGN SWITCHES	71
I17 WRAP OR UNWRAP TERMINALS	70
G36 PERFORM PREVENTIVE MAINTENANCE INSPECTIONS (PMI) ON TELEPHONE SWITCHING EQUIPMENT	67
J3 DUST OR VACUUM OVERHEAD CABLE RACKS OR TELEPHONE SWITCHING EQUIPMENT	67
H2 ANALYZE SCHEMATICS OR DIAGRAMS	66
H4 CONNECT TEST EQUIPMENT OR INTERPRET TEST RESULTS TO DETERMINE MALFUNCTIONS	66
H35 OPERATE INSIDE PLANT TEST BOARDS	66
I12 INSPECT, CLEAN, OR SERVICE RELAYS	64
G52 TRACE CALLS USING MASTER PLANS, TRUNKING SCHEMATICS, BAY CARDS, OR TEST EQUIPMENT	64
I13 INSPECT, CLEAN, OR SERVICE SWITCHES OR PARTS	63
H5 COORDINATE TROUBLESHOOTING BETWEEN INSIDE OR OUTSIDE PLANT CREWS	59
I8 DISASSEMBLE SWITCHES FOR CLEANING, INSPECTION, OR SERVICE	59
I7 BENCH TEST SWITCHES OR PARTS	58
G32 MAKE ROUTINE OPERATIONAL CHECKS OF TELEPHONE SWITCHING OR ASSOCIATED EQUIPMENT	56
I6 BENCH TEST RELAYS	56
J8 PAINT FACILITIES	55
H25 ISOLATE MALFUNCTIONS IN SWITCHBOARD SYSTEMS	54
F9 CROSS CONNECT INTERMEDIATE OR MAIN FRAMES	53
G15 ASSEMBLE OR DISASSEMBLE CENTRAL OFFICE EQUIPMENT OR COMPONENTS	53
I10 INSPECT, CLEAN, OR SERVICE CENTRAL OFFICE TEST DESKS OR COMPONENTS	52
E40 UPDATE OR ANNOTATE TELEPHONE EQUIPMENT LINE RECORD FORMS (AFTO FORM 121)	51
H24 ISOLATE MALFUNCTIONS IN STEP-BY-STEP TELEPHONE SWITCHING SYSTEMS	51

TABLE IV

TASKS PERFORMED BY 45 PERCENT OR MORE OF DAFSC 36271 PERSONNEL

TASKS	PERCENT PERFORMING
C20 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	71
B7 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	69
C4 EVALUATE PERFORMANCE OF AIRMEN	69
D26 UPDATE OR ANNOTATE ON-THE-JOB TRAINING RECORD FORMS (AF FORM 623)	63
A23 SCHEDULE SHIFTS, WORK ASSIGNMENTS, OR LEAVES	62
E5 DRAFT CORRESPONDENCE OR REPORTS	61
B25 SUPERVISE TELEPHONE SWITCHING EQUIPMENT REPAIRMEN, ELECTRO/MECHANICAL (AFSC 36251)	60
D17 DEMONSTRATE USE OF EQUIPMENT OR TOOLS	57
C18 INSPECT TRAINING RECORDS	56
C25 REVIEW CORRESPONDENCE OR REPORTS	54
A12 PLAN OR SCHEDULE SECTION WORKLOADS	52
D3 ASSIGN SPECIFIC TRAINING TASKS TO TRAINEES	52
D15 COUNSEL TRAINERS OR TRAINEES ON TRAINING PROGRESS	52
B3 ASSIGN SPECIFIC MAINTENANCE TASKS TO PERSONNEL	51
C12 INSPECT CENTRAL OFFICE RECORDS	49
D23 EVALUATE INDIVIDUAL TRAINING NEEDS	49
E14 PREPARE JOB PROFICIENCY GUIDE CONTINUATION SHEET FORMS (AF FORM 797)	49
B9 DIRECT INSIDE PLANT EQUIPMENT MAINTENANCE	48
E6 INVENTORY EQUIPMENT	48
A7 DEVELOP ON-THE-JOB TRAINING (OJT) PROGRAMS	47
B2 ASSIGN PERSONNEL TO WORK CREWS	47
D24 EVALUATE UPGRADE TRAINING PROGRESS OF INDIVIDUALS	46
E25 TYPE CORRESPONDENCE, RECORDS, REPORTS, OR FORMS	46
E34 UPDATE OR ANNOTATE PLANT-IN-PLACE RECORDS	46
B11 DIRECT MAINTENANCE OF FACILITIES OR WORK AREAS	45
C14 INSPECT PUBLICATIONS FILES	45
C28 REVIEW WORKLOAD OR SCHEDULING	45
D7 CONDUCT OJT FOR TELEPHONE SWITCHING EQUIPMENT REPAIRMEN, ELECTRO/MECHANICAL (AFSC 36251)	45
H2 ANALYZE SCHEMATICS OR DIAGRAMS	45
J1 CLEAN FACILITIES OR WORK AREAS	45

TABLE V

TASKS PERFORMED BY 60 PERCENT OR MORE OF DAFSC 36294 PERSONNEL

TASKS	PERCENT PERFORMING
C25 REVIEW CORRESPONDENCE OR REPORTS	91
B4 CONDUCT POLICY MEETINGS OR STAFF MEETINGS	84
C4 EVALUATE PERFORMANCE OF AIRMEN	84
E5 DRAFT CORRESPONDENCE OR REPORTS	84
B7 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	81
C22 REVIEW OR FOLLOW UP INSPECTION REPORTS	81
C6 EVALUATE SUGGESTIONS	78
C20 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	78
C23 REVIEW OR INDORSE APR, SPECIAL AWARDS, OR MILITARY PERSONNEL ACTIONS	78
A4 DEFINE REQUIREMENTS FOR SPACE, PERSONNEL, OR MATERIEL	75
B5 CONDUCT SUPERVISORY ORIENTATIONS OR BRIEFINGS	75
B24 SUPERVISE MILITARY PERSONNEL WITH AFS OTHER THAN 362X1	75
A26 UPDATE LOCAL POLICY DIRECTIVES OR OPERATING INSTRUCTIONS (OI)	72
C10 INITIATE PERSONNEL ACTIONS	72
A2 COORDINATE INSTALLATIONS OR MAINTENANCE OF EQUIPMENT WITH CONTRACT OFFICIALS OR ASSOCIATED SYSTEM PERSONNEL	66
B1 ASSIGN PERSONNEL TO DUTY POSITIONS	66
B8 DIRECT ADMINISTRATIVE FUNCTIONS	66
B23 SUPERVISE CIVILIAN PERSONNEL	66
C5 EVALUATE PERFORMANCE OF CIVILIANS	66
C27 REVIEW REQUISITIONS OF AUTHORIZATIONS FOR MATERIEL OR TURN-IN OF EXCESS PROPERTY	66
C28 REVIEW WORKLOAD OR SCHEDULING	66
A1 ANALYZE WORKLOAD REPORTS	63
A28 UPDATE OR ANNOTATE WORK PERFORMANCE STANDARDS FOR CIVILIAN OR MILITARY PERSONNEL	63
C13 INSPECT FACILITIES OR SUPPORT EQUIPMENT	60

